

ROOTED LEADERSHIP IN VISION AND A DEFINING MOMENT

Fall 2025 President's Cabinet Retreat
Tuesday, November 18, 2025
2:15 p.m. - 5:00 p.m.
SDCCE North City Campus





WELCOME AND CONTEXT



AGENDA

Opening Session

President Ashanti Hands and Vice Presidents

Co-Creating Possibilities

Director Krista Stellmacher

Break

Mesa2030 Review, Reflection, Prioritize

Vice President Lorenze Legaspi and Dean Hai Hoang

Closing



INTRODUCTIONS:

A Word For this Moment



- Your **name**
- Your **role**
- **One word** that captures who you believe we need to be as leaders in this moment

A stylized tree logo in blue and yellow, positioned in the top right corner of the page. The tree has a thick blue trunk and branches, with yellow leaves and blue accents. The branches spread out towards the top right, and there are some yellow leaves at the bottom right.

COLLEGE HIGHLIGHTS

Office of the President

FALL 2025 ACCOMPLISHMENTS



UPHOLD STANDARDS AND EXPAND ACCESS

- Successful ACCJC accreditation follow-up site visit

INSTITUTIONAL ADVANCEMENT AND ADVOCACY

- Comprehensive Fundraising Campaign
 - Certificate of Campaign Readiness
 - College Contracts with CCS

STRATEGIC PLANNING & INCLUSIVE GROWTH

- Championing strategic enrollment that supports access success and belonging of minoritized groups and adult learners
 - **Adult Learners** - Institutional Effectiveness Partnership Initiative (IEPI) Partnership Resource Team (PRT process),
 - **Parenting Students** - FamilyU Presidents Circle)
 - **Neurodiverse Learners** - USD's Certificate Program on Neurodiversity, Equity & Trauma-Informed Approaches

Instruction Accomplishments



Goal: Coordinate Student-Centered Scheduling Collaborate across programs and schools to streamline scheduling practices, ensuring that course offerings are aligned with student needs, improve access, and support timely completion.

As part of the Title III HSI STEM grant, CHEM faculty experimented for the past 3 years with an accelerated CHEM 200 class linked to a CHEM 20 class.

Outcomes showed that the experiment was a great success.

Students take calculus first and then skip CHEM 152/L and go straight into this course.

This path saves students units and time.

In conjunction with the District, technology challenges were overcome!

The course will be a new course, no longer an experiment.

Goal: Expand Enrollment of Latine Adult Learners
Implement a targeted adult learner enrollment management plan to increase access and retention among Latine adult students, addressing systemic barriers and supporting educational attainment.

IEPI PRT Visit in September and December. Mastermind: Associate Dean Alex Berry

Identifying who our adult learners are, those who are enrolled and those who stopped coming.

Inching closer to solidifying a plan that identifies the support needs of adult learners from all areas of the college.

Great interest throughout all college constituency groups and units. Over 60 people involved in the planning!

Goal: Promote Instructional Excellence and Visibility Effectively tell the story of Instruction by highlighting achievements, innovations, and impact, thereby increasing the visibility and recognition of instructional programs across the institution and community.

1. Accomplishing Dora's Dream.
2. She created a community travel program; a non-instructional trip designed for community members.
3. Part of the trip cost will go to study abroad scholarships for Mesa students.

A promotional poster for 'Community Travel with San Diego Mesa College'. The background is a photograph of a person in a red shirt standing on a rocky shore next to a vibrant turquoise lake in a desert landscape. The text 'COMMUNITY TRAVEL with San Diego Mesa College' is at the top. Below it, a blue banner says 'Join us for our first program in Iceland, July 27- August 5th, 2026'. A speech bubble from the person says 'This could be you!'. On the left, a yellow passport icon is shown. On the right, a blue airplane icon flies towards a 'COMMUNITY TRAVEL INTEREST FORM' which contains a QR code. At the bottom left, there is a paragraph of text about the program. At the bottom right, a red banner contains the URL 'bit.ly/SDMESATRAVEL'.

COMMUNITY TRAVEL
with San Diego Mesa College

Join us for our first program in Iceland, July 27- August 5th, 2026

This could be you!

COMMUNITY TRAVEL INTEREST FORM

Help turn dreams into reality and open doors to education abroad!

Ready to explore breathtaking destinations and uncover hidden gems? Join Mesa College's Community Travel Program. Our expert faculty will reveal unique insights-no studying needed! On these 10-day trips, you'll enjoy local cuisines and immerse yourself in the sights and sounds of your destination.

This is more than a trip-it's travel with impact. A \$500 part of your registration supports the Study Abroad Scholarship Foundation, making international education accessible to all students, regardless of financial background.

bit.ly/SDMESATRAVEL

Student Services

FALL 2025 ACCOMPLISHMENTS



Year of Transfer:

Created synergy around transfer goals and opportunities for our students, anecdotally one can feel the excitement around transfer events and activities.

- Outreach won the Transfer Tuesday competition.
- We are finalizing two new transfer partnerships:
 - ASU Online
 - Sacramento State
- We look forward to reviewing overall data associated with our efforts at the end of the academic year.

Strategic Planning and Equity Focus:

- We have completed the 25-28 iteration of the Student Equity Plan which included input from constituency across the campus.
- We are continuing to develop community partnerships which help us to promote and support our mission (A few examples):
 - Initiated an MOU with the Consulate of Mexico to provide outreach services to at the consulate
 - Continuing MOU Agreement with CA Reconnect to support adult learners to re-engage with the college after absence
 - Developing partnership MOU with YTC to support the expansion of educational opportunities for Justice-Involved youth
 - NextUp and FAST partnered with Promises2kids to host a regional Resource Event for Foster Youth.

These partnerships and more like them, demonstrate the following:

- Shows that the college is a community hub and partner in supporting community organizations that support underserved populations.
- Encourages long-term relationships that can lead to more joint programs, grant, and outreach opportunities.

PCAB Fall 2025 Administrative Services Accomplishments

Budget Transparency

- Rebuilding our documentation and strengthening transparency
- Meetings with Budget Managers
- Budget Allocation Plan
- BARC Learns
 - College Budget
 - ACCJC Standards
- SDCCD Adopted Budget at PCAB

Measure HH

Thank you to all those that have been involved!

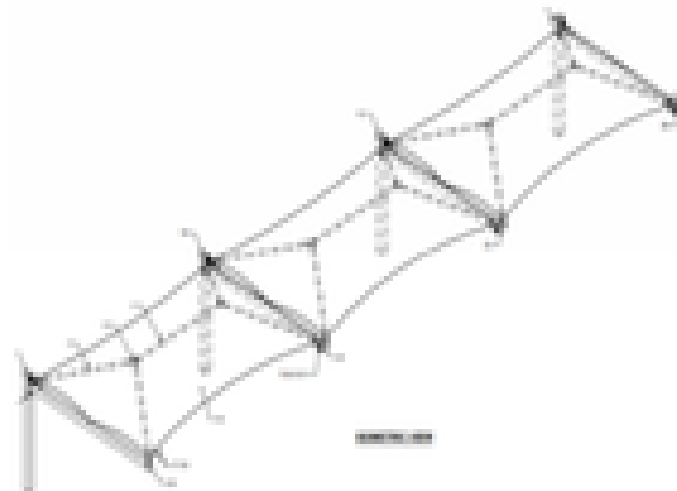
Performing Arts Center/Admin & Parking Structure



Z1-26 Exterior Renovation & Roof Replacement



Lot 2 Shade Structure



Bond Projects:

- Athletics Complex
- Performing Arts Center/Administration & Parking Structure
- Site Improvements
 - Design Center
 - Child Development Center Roof Restoration & Repairs
 - Building G HVAC Coil Replacement
- Completed Projects
 - Shade Structure
 - Storm Drain Repair

<https://www.sdccd.edu/departments/operations/measurehh/>

Team Development

- Strengthened Team Dynamics
- Enhanced Interpersonal Understanding
- Improved Cross-Functional Collaboration



Institutional Effectiveness

FALL 2025 HIGHLIGHTS



Area 1: Strengthening Institutional “Branches” by Deepening Connections to Advance IE Priorities and Impact

- **Presented data dashboards at four department meetings**, engaging ~ 100 individuals.
- **Delivered campus wide data sessions:**
 - Fall Convocation FLEX Training; Interpreting Data Dashboards for Program Review: Student Services; Interpreting Data Dashboards for Program Review: Instruction
- **Communicated IE priorities regularly**, including:
 - Updates in President’s Weekly Newsletter; New dashboard design shared at Admin Retreat; Award dashboard presented at Admin on 9/22 & 10/13
- **Transitioned to new data platform key dashboards:** Course Outcomes, Student Characteristics, Awards Volume, Student Services Program Review, and Transfer Volume (coming soon)
- **Launched newly redesigned data dashboards webpage** to improve data accessibility.

Institutional Effectiveness

FALL 2025 HIGHLIGHTS



Area 2: Strengthening Institutional “Roots” by Refining Processes & Practices for Measurable & Sustainable Improvement

- **Expanded IR data capacity** through the creation of ready to use data models (Term Level Student Characteristics/Course Outcomes, Awards Volume, Annual Student Characteristics)
- **Continued improvements to PR, OA, PIEC, and ACCJC-related processes, ensuring clarity, consistency, and alignment**
 - Conversation at PIEC, PR, COA; President’s Cabinet Updates; Started conversation with Academic Senate on PR handbook; and started discussion about preparing for 2024 ACCJC Standards for Outcomes and other areas; started discussion at Exec/PIEC about ACCJC Effective Institutional Outcomes Transparency
- **Strengthened institutional habits by raising awareness and advancing actionable changes through Admin, Exec, and Mesa2030 processes, with emphasis on integration, prioritization, meeting efficiency, and “do less with less.”**
 - Conversations with Mesa2030 team in summer and fall; Engagement at PIEC 10/14 & 10/28 on annual report, governance handbook, integrated planning calendar, ACCJC; PCAB Retreat Activities (11/18/25); Upcoming PIEC conversation about ACCJC Annual Report (12/09/25)

Communications

FALL 2025 ACCOMPLISHMENTS



Strengthened Communication and Customer Service for Campus Clients

Implemented a consistent communication protocol for project requests by acknowledging receipt, identifying the assigned project lead, and maintaining transparent updates throughout the project lifecycle. Added a live list of current projects to the Office of Communications webpage to improve visibility and keep campus clients informed.

Expanded Access to User-Friendly Marketing Tools

Developed and launched customizable templates to support departments in creating their own department flyers, ensuring materials remain accessible and aligned with brand standards.

Advanced Campuswide Training on Effective and ADA-Aware Communications

Partnered with Student Services to deliver workshops on submitting strong project requests, designing effective on-brand flyers, and introducing foundational principles of ADA-compliant design.

Enhanced Storytelling to Elevate Institutional Visibility and Pride

Continued highlighting student success stories and the achievements of the Mesa College community, sharing these features through the campus newsroom and social media platforms to broaden engagement.

Streamlined Coordination of Major Annual Month-Long Events

Improved organization, planning workflows, and cross-departmental communication for recurring month-long events, resulting in smoother execution and stronger campus collaboration.

INDIVIDUAL REFLECTION

SAYING THE QUIET PARTS OUT LOUD

- What feels heavy or uncertain in this moment?
- What strengths, values, or truths anchor me and this college?
- Who do I need to be, as a leader, to meet this moment with clarity and courage?
- What is one “quiet part” (a truth, concern, or hope) that we need to name so we can lead with honesty?

Access - Accountability - Diversity - Equity - Excellence - Freedom of Expression - Integrity - Respect - Scholarship - Sustainability

PAIRS | TRIOS

- What themes do you notice across your reflections?
- What values seem most needed right now?
- What possibilities emerge when we speak honestly about pressures and hopes?



GROUP SHAREOUT

LEADERSHIP PRACTICE

TENSION, OPPORTUNITY, ASK

One tension you are holding

One opportunity you see for Mesa

One ask you have for this leadership community





What themes came up
that we need to hold as
a collective?

Co-Creating Possibility







Possibility Genie





bit.ly/MesaDreams25



THANK YOU!