

Palomar College

EVP Goals and Objectives from January 18-19, 2023 Goal-Setting Session

Goal 1. Reimagine and redesign instruction and student services centered on students' needs, wants, and interests.

Feedback – wonderful objectives...not sure if it needs to be articulated that the location for 1.1 is something that is a “gateway” destination (best situated for easy access by students) – of course these goals may be more broad and how the objectives are met will detail points such as this

Objectives

- 1.1 Make sure academic and career support services are organized and offered in a way that students can easily utilize when, where, and how they need them.
- 1.2 Reorganize student services to align with pathways and the student journey in a holistic, integrated way.
- 1.3 Make student services timely, effective, welcoming, and an overall positive experience.
- 1.4 Ensure instructional design and facilities are humanized, equitable, affordable, engaging, and student-centered.
- 1.5 Consolidate current programs and offerings and offer new programs that meet labor market and community needs.
- 1.6 Offer a class schedule that works for students.

Goal 2. Embrace a Culture of Change.

Feedback – Nice how this seems well balanced, recognizing that DEIAA is important, but the uses of terminology outside this framework (although still inclusive of the terms) makes it more approachable by a greater percentage of constituency groups and stakeholders

Objectives

- 2.1 Develop a student-centered approach that prioritizes community, collaboration, and accessibility in our physical environment.
- 2.2 Establish a culture of inclusivity, empowerment, accountability, and success from interview to resignation.
- 2.3 Develop and implement DEIAA-informed strategies and processes to recruit the best individuals for the position followed by honest, effective, and timely evaluations.
- 2.4 Provide consistent and relevant training for current positions and career & succession planning.
- 2.5 Develop compensated opportunities for subject matter and thought leaders to reimagine and implement uniform, streamlined, well-documented processes.

Goal 3: Grow Enrollment.

Feedback – Well crafted (nice use of nimble in 3.4 – has a good ring to it, working to be adaptive to changing trends).

Objectives

- 3.1 Develop and implement a targeted and intentional student outreach/in reach system.

- 3.2 Reimagine Palomar’s marketing to make it more creative, community-focused, intentional, and engaging.
- 3.3 Create student-centered course schedules and offerings.
- 3.4 Improve hiring practices to be nimble, support enrollment goals, and support DEIAA goals.
- 3.5 Develop a strategic enrollment plan that encourages growth and includes benchmarks and timelines.
- 3.6 Offer courses and programs that have value for our community and show demonstrated student interest.
- 3.7 Reinvent and improve student services to provide a holistic and student-friendly approach.

Goal 4: Strengthen External Partnerships.

Feedback – 4.6 seems a bit off, with the use of “Connect” twice...perhaps the first use was supposed to be “create a...” or “seek a...”

Objectives

- 4.1 Develop an organizational structure to oversee developing and strengthening external partnerships.
- 4.2 Improve and enrich educational partnerships with District High Schools, feeder colleges and universities, and expand new opportunities.
- 4.3 Develop relationships with industries that require certifications and create pathways (e.g., Credit for Prior Learning).
- 4.4 Optimize outreach to businesses and community organizations to maximize opportunities for students and programs.
- 4.5 Connect and develop curriculum to emerging career opportunities.
- 4.6 Connect a comprehensive infrastructure to connect students to careers.
- 4.7 Structure strategic opportunities to bring communities to campus.
- 4.8 Develop partnerships that purposefully include a focus on DEIAA student groups.

Goal 5: Build Palomar College for all of North County: four campuses that are unified, yet hold unique, student-focused identities and community connections.

Feedback – The goal speaks of unity, but not sure how this would be facilitated with the way the objectives are written. Not to say it cannot happen, only that uniqueness of campuses could lead to silos if identity supersedes being part of the greater whole. Not sure if I am articulating this well, but happy to chat to make more sense of it.

Objectives

- 5.1 Invest in staffing to provide comprehensive services at all campuses.
- 5.2 Develop anchor programs that are aligned in collaboration with community partners.
- 5.3 Provide support and resources (jobs, transportation, technology) so students across North County can take advantage of programs offered at all Palomar campuses.
- 5.4 Engage students and community through events, clubs, activities, performances, etc. at all campuses.
- 5.5 Expand, improve, and standardize facilities to provide an inclusive environment for student services, course offerings, events, study space, etc. at all campuses.