



# MESSAGE FROM THE PRESIDENT



Academic year 2003-04 was a big year for Palomar College, when our faculty and staff began living many of the plans and governance structures put into place the previous year. Toward achieving our vision, “Learning for Success,” and fulfilling the mission and objectives set forth in our Strategic Plan 2005, many exciting plans, projects, and preparations were set in motion. On behalf of former President Sherrill Amador, who led Palomar through the development of a new shared governance structure and a master plan that will take Palomar College’s instruction and facilities programs through the next 20 years, I am delighted to present to you this annual report highlighting the successes of Palomar College students, faculty and staff in 2003-04.

One of our most significant accomplishments in 2002-03 was the formation of Palomar College’s new shared governance structure, intended to guide us to the successful achievement of our strategic plan. Academic year 2003-04 was our first full year of living that governance structure, experiencing its potential, and benefiting from the philosophy behind it, which is the recognition that none of us, and no group of us, exists in isolation from the others. Faculty, staff, students,

and administrators all have valuable insights and great wisdom about the work we do for our students. Working together to make decisions for Palomar College, we are making the best use of the resources available to us and provide an excellent education for our students.

Palomar College is one of the largest community colleges in San Diego County and California, serving about 30,000 students each year. We offer comprehensive academic, career training and educational programs – more than 250 different associate degree and certificate programs that ready our students for both continued education and success in the workplace. Our courses are taught by knowledgeable and caring faculty members. Our support staff is highly dedicated to the mission of educating our students and community. Your continued support of Palomar College over the years, whether through gifts, your time, a recommendation to a future student, or a spoken word is most appreciated. I hope you’ll take a moment out of your busy schedule to read this annual report and share with us pride in the outstanding students, faculty and staff of Palomar College.

Regards,



If your actions inspire others to dream more, learn more, do more, and become more, you are a leader. — John Quincy Adams

# BOARD OF DIRECTORS



Nancy C. Chadwick, M.S.W.



Mark R. Evilsizer, M.A.



Ralph G. Jensen, B.A.



Darrell L. McMullen, M.B.A.



Michele T. Nelson, Ph.D.



Amador Soto

**Our Mission:** Palomar College is an educational leader committed to quality learning. We provide our community the knowledge, information, skills, and aesthetic appreciation necessary to live responsibly, effectively, and creatively in an interdependent and changing world.

**Our Values:** Palomar College is a learning community dedicated to achieving student success and cultivating a love of learning. We strive to improve performance and outcomes based on evidence. To provide the highest quality learning and cultural experiences, we are guided by our core values of:

- achieving excellence in teaching, learning and service
- fostering integrity as the foundation for all we do
- providing access to our programs and services;
- ensuring equity and fair treatment in all policies, processes, and procedures
- celebrating diversity in people, philosophies, cultures, beliefs, programs, and learning environments
- supporting inclusiveness of individual and community viewpoints in collaborative decision-making processes
- promoting mutual respect and trust through open communication and actions
- supporting innovation to enhance and enrich learning environments and services.



*“Strategic Plan 2005” established priorities for serving our community and set a carefully planned course to reach our vision, “Learning for Success.” The Strategic Planning Council is Palomar College’s recognized participatory governance body.*

# GUIDED BY OUR STRATEGIC PLAN

## 2003-2004 Strategic Planning Council Members

**Sherrill Amador**  
Superintendent/President

**Chris Barkley**  
Associate Professor, English

**Michelle Barton**  
Director – Institutional Research & Planning

**Bruce Bishop**  
Director – Student Affairs

**Judy Cater**  
Professor/Librarian – Library Media Center

**Berta Cuaron**  
Vice President Instruction

**Mike Dimmick**  
Network Specialist – Information Services

**Judith Dolan**  
Professor – Business Education

**Bonnie Ann Dowd**  
Associate Professor/Chair – Business Education

**Mary Ann Drinan**  
Associate Professor/Chair  
Economics, History & Political Science

**Judith Eberhart**  
Counselor

**Patricia Frady**  
Accountant – Fiscal Services

**Lynda Halttunen**  
Dean – Counseling & Matriculation

**Julie Ivey**  
Part-time Professor, English

**Kenneth Jay**  
Director – Business Services

**Barbara Kelber**  
Associate Professor – English

**Douglas Key**  
Associate Professor – Earth Sciences

**Joseph Madrigal**  
Vice President Student Services

**Mary Millet**  
Part-time Professor – English

**Jack Miyamoto**  
Vice President Human Resource Services

**Wilma Owens**  
Dean – Career & Technical Education

**Jerry Patton**  
Vice President Finance & Administrative Services

**Perry Snyder**  
Part-time Professor, Astronomy

**Amador Soto**  
President – Associated Student Government

**Steve Spear**  
Professor – Earth Sciences

**Rocco Versaci**  
Associate Professor – English

**Dale Wallenius**  
Chief Advancement Officer



# STUDENT SUCCESS

*Facilitate student learning and goal attainment by providing comprehensive educational programs and services in diverse, accessible formats and locations.*

Goal/Objective	Completed	Continous Process	In Progress
Increase scholarship recipients and donors by 10% through improved processes and procedures	✓		
Provide comprehensive and innovative class scheduling options to improve accessibility and timely program and degree completion		✓	
Improve articulation with the area high schools at the discipline level and within student services		✓	
Develop and implement programs and services to increase persistence, completion and transfer			✓

## Facts & Figures

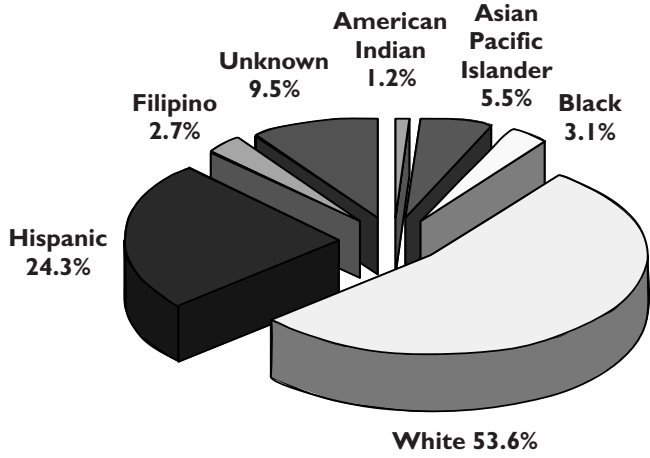
Number of Associate Degrees awarded in 2003-04 .....	1,205
Number of Certificates of Achievement awarded in 2003-04 .....	400
Number of Certificates of Proficiency awarded in 2003-04 .....	111
Number of Students who transferred to California State University .....	855
Number of Students who transferred to University of California .....	211
Number of Students prepared to transfer to a four-year institution .....	1,960*
Grade point average for Palomar transfer students in their first year at California State University .....	3.03*
Grade point average for California community college transfers in their first year at California State University .....	2.93*

\* 2002-03 data

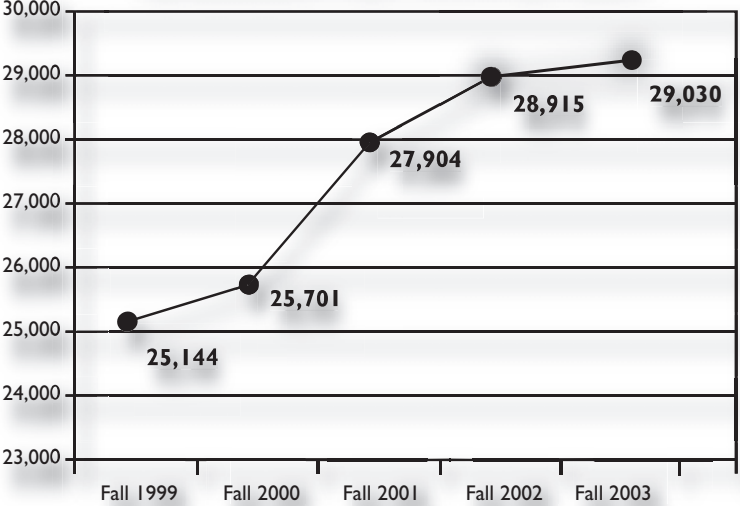




**Fall 2003 Enrollment by Ethnicity**



**Enrollment Fall 1999-Fall 2003**



The price of the democratic way of life is a growing appreciation of people's differences, not merely as tolerable, but as the essence of a rich and rewarding human experience. — Jerome Nathanson

# TEACHING & LEARNING EXCELLENCE

*Provide exemplary teaching and learning environments and experiences to meet student needs through relevant curricula, innovation, partnerships, technology, research, and evaluation.*

Goal/Objective	Completed	Continous Process	In Progress
Foster a learning culture that promotes institutional and student expectations, responsibilities and respect			✓
Develop processes for measuring student learning outcomes and integrate into a formal method of review of academic programs and certificates the creation and evaluation of student learning outcomes on a course, program, and degree/certificate level	✓		



## Distinguished Faculty Award for Excellence in Teaching

**Katie Townsend-Merino**  
*Psychology*

**Jean A. Keller**  
*American Indian Studies*

## Faculty Service Award

**Mary Ann Drinan**  
*Economics, History & Political Science*

## Faculty Research Award

**Karen Huffman**  
*Psychology*

## Employee of the Year Awards

### CCE/AFT

**Gilda Williamson**  
*Maintenance Painter*

## Confidential and Supervisory Team

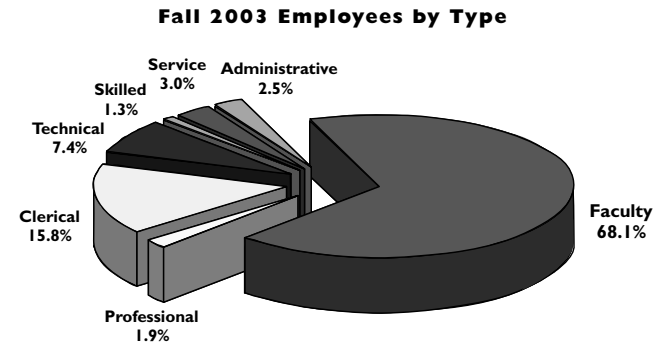
**Linda Cox**  
*Supervisor, Evaluations & Records*



# ORGANIZATIONAL & PROFESSIONAL DEVELOPMENT

*Improve internal operations through effective communication and inclusive governance structures; strengthen and maintain professional development programs.*

Goal/Objective	Completed	Continous Process	In Progress
Promote cross-functional training and education to improve institutional understanding and teamwork.			✓
Develop mechanisms to ensure that supervisors and department chairs evaluate classified staff, administrators/managers, and part-time faculty on a regular cycle with formal and timely follow-up following (adhering to) college policy on contract provisions.	✓		



The Strategic Planning Council approved a new shared governance structure, established four planning councils, and revised committee structures to promote a culture of inclusiveness, participation, collaboration and mutual respect.

## Instructional Planning Council

Berta Cuaron – Chair  
 Norma Bean  
 Pamela Brown  
 Terri Canela  
 Kathryn Garlow  
 Rick Gommel  
 Terry Gray  
 Nimoli Khurana  
 Wendy Metzger  
 Roger Morrisette  
 Sue Norton  
 Wilma Owens  
 Jennifer Paris  
 Mike Rourke  
 Teri Safranek  
 Pat Schwerdtfeger  
 Susan Snow  
 Mark Vernoy

## Student Service Planning Council

Joe Madrigal – Chair  
 Rebecca Barr  
 Bruce Bishop  
 Judy Crowe  
 Sue Doran  
 José Fernandez  
 Marsha Gable  
 Lynda Halttunen  
 Herman Lee  
 Glenna Mitchell  
 Anne-Marie Mobilia  
 Benjamin E. Moss  
 Freddy Ramirez  
 Lorie Sousa  
 Lori E. Waite  
 John F. Woods

## Administrative Services Planning Council

Jerry Patton – Chair  
 Jeanette Akins  
 Bruce Bishop  
 Paul Charas  
 Anthony Cruz  
 Judy Dolan  
 Mike Ellis  
 Espy Flores  
 Jo Anne Giese  
 Martin Good  
 Jerry Houser  
 Ken Jay  
 Becky McCluskey  
 Wendy Metzger  
 Kimberly Simonds  
 Don Sullins  
 Chris Wick

## Human Resources Planning Council

Jack Miyamoto - Chair  
 Jenny Akins  
 Terri Canela  
 Eloisa Castro  
 Kathleen Clay  
 Carmen Eckman  
 Suzanna Grenz  
 Nancy Horio  
 Patrick O'Brien  
 Jennifer Paris  
 Mary San Agustin



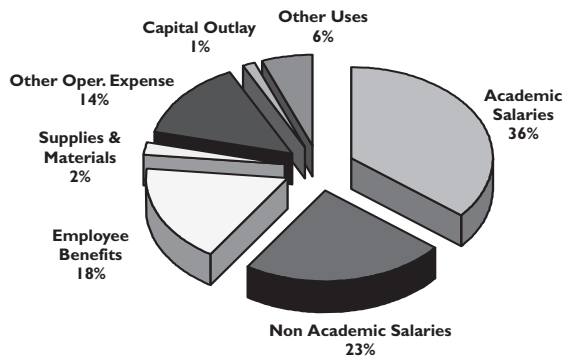


# RESOURCE MANAGEMENT

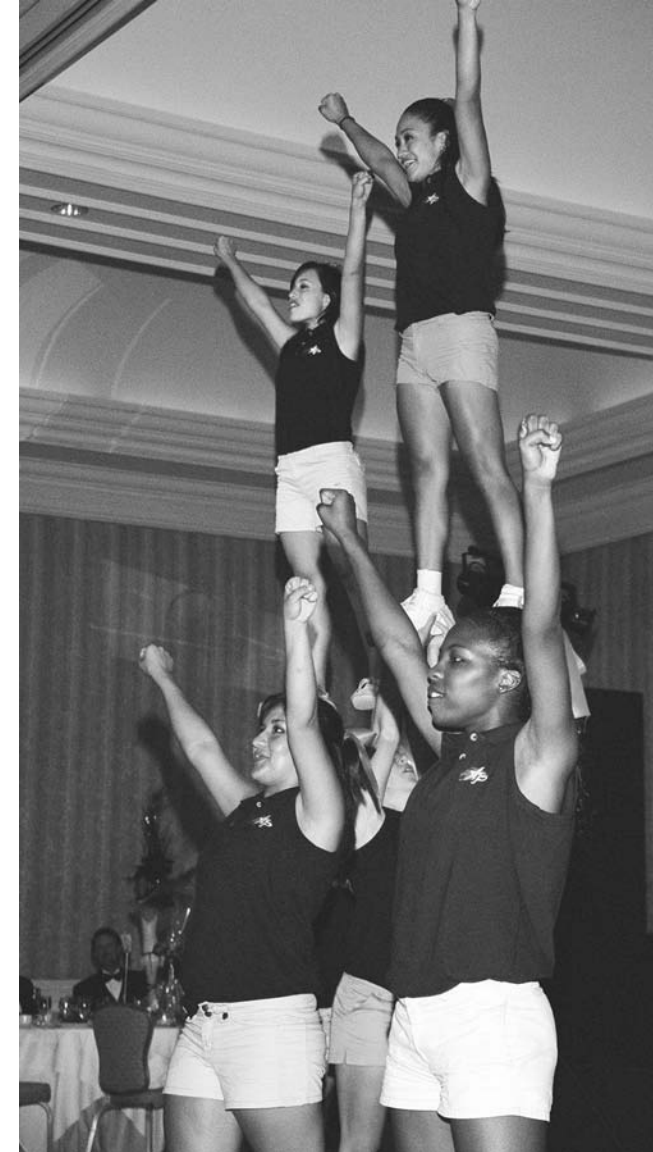
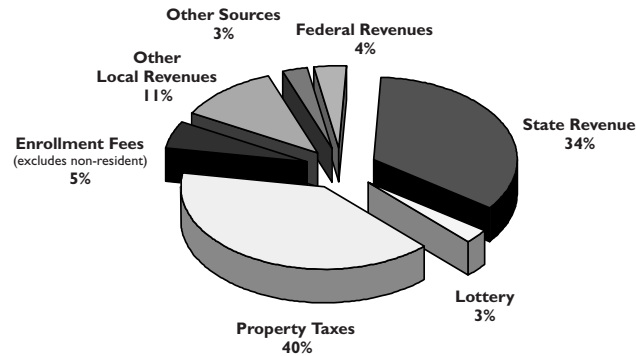
*Utilize existing human, physical, technological and fiscal resources efficiently and effectively and increase external funding.*

Goal/Objective	Completed	Continuous Process	In Progress
Explore options for flexible multi-year departmental budget			✓
Continue efforts to make budget reports user friendly			✓
Develop and implement a long-range budget plan for computer hardware and software upgrades and/or replacement			✓
Ensure planning and revenue allocation processes effectively address the equipment replacement needs of the educational and student services programs of the college		✓	
Structure employment procedures to ensure recruitment and hiring efforts resulting in further diversification of the staff with an emphasis on full-time faculty	✓		
Future retiree health and dental benefits be clearly identified and funded as a future obligation of the college	✓		

**Palomar Community College District**  
Fiscal Year 2003-2004  
General Fund Expenditures



**Palomar Community College District**  
Fiscal Year 2003-2004  
General Fund Revenues



# FACILITIES IMPROVEMENT

*Enhance the aesthetic appearance, functionality, cleanliness, accessibility and safety of current facilities, while effectively planning for future needs based on educational programs and services.*

Goal/Objective	Completed	Continuous Process	In Progress
Develop and fund an ongoing district-wide maintenance plan for buildings and grounds that demonstrates the commitment to a clean, attractive learning environment		✓	
Develop and implement a flexible parking plan that accommodates the needs of students, faculty, staff, and the community		✓	
Evaluate and improve facilities-related safety and security throughout the District		✓	
Develop and implement uniform Facilities Use Policy and Procedures			✓

## Educational and Facilities Master Plan Task Force

- Sherrill Amador
- Michelle Barton
- Norma Bean
- Neil Bruington
- David Chase
- Mike Ellis
- Judy Fish
- Carolyn Funes
- Nancy Galli
- Pat Hahn
- Eamon Kavanagh
- Kelley Hudson MacIsaac
- Lee Kerckhove
- Doug Key
- Diane Lutz
- Joe Madrigal
- Leo Melena
- Jerry Patton
- Jason Roach
- Buddy Springer
- Lise Telson
- Tom Ventimiglia
- Mark Vernoy
- Anne Voth



Rendering of the new Palomar College High Technology and Classroom Building



# PALOMAR COLLEGE FOUNDATION & PRESIDENT'S ASSOCIATES

During 2003-2004, the Palomar College Foundation's total annual income was nearly \$1.8 million. The Foundation continues to hold one of the largest community college scholarship fund pools in California. Of its \$1.6 million in scholarship funds, the Foundation awarded over \$500,000 in scholarships to Palomar College students in the year 2003-2004. In this same year, the Foundation, along with the President's Associates and Lake San Marcos Friends of Palomar College, pledged or funded money for furnishings and technology for the new High Technology Laboratory and Classroom Building, the Planetarium Star Projector, the Disabled Resource Center, the Gear Up Program, classroom supplies, instructional equipment, library materials and renovations to the faculty/staff lounge, among others.

The Palomar College Foundation raises a significant portion of its funds through top-notch events such as the annual black-tie gala, PALOMAR GOES!, the annual Wine & Dine event, and the Lake San Marcos Friends of Palomar College Golf Tournament.

## Palomar College President's Associates Executive Committee

Patty Anderson  
Don Bale  
Doug Barker, Esq.  
Deith Deier  
Richard & Mary Borevitz  
Raymond Bosch  
Christine Carrick  
Patricia Dahlggaard-Eldred  
Phil Dalsin, Ph.D.  
Virginia Dower  
John Frost  
Lew Goldman  
Dick High  
Scott Layton  
Ron Martin  
Mars McGuire  
Mike Nicholson  
John Sedlack  
Debbie Thompson

## Palomar College Foundation Board of Directors

Sherrill L. Amador, Ed.D.  
Patti Anderson  
Kathleen Barber  
Jan E. Bourgeois  
Thomas B. Brown  
Christine Carrick  
Luene Corwin, Ph.D.  
Sandy Hahn  
Granger Haugh  
J.D. Hendrickson  
George L. Liggins, M.P.H., Ph.D.  
Dennis C. Lindeman, M.B.A.  
Donna Luna de la Fuente  
Richard McBride  
Paul M. Polito, C.P.A.  
Bill Pultz, Esq.  
Charles Salter, Esq.  
Barbara Swearingen

## Lake San Marcos Friends of Palomar College Board of Directors

Julia Anthony  
Edna Hedge  
Elaine Jordan  
Jim Lagerstrom  
Aggie LaHay  
Diane Martin  
Louis Pallares  
Audrey Perry

## Palomar College Alumni & Friends Board of Directors

Ray Bosch  
Sherry Goldsmith  
Carol Hanley  
Tom Humphrey  
Geraldine O'Dwyer  
Ruth Tait-Brown







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www.palomar.edu

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