

MESSAGE FROM THE PRESIDENT



I have now been with Palomar College for more than a year as preparation of this Annual Report concludes and am very excited and pleased with where we are as a college. So many individuals associated with Palomar have assisted me in my efforts as president and to each of you, I would like to extend a most sincere thank you.

My first year has been a very busy one. I had much to learn, many people to meet, and so many amazing programs to become acquainted with. I marvel at Palomar College's history; traditions; breadth and quality of programs; and, most importantly, talented faculty, staff, and administration, all dedicated to the success of students. Palomar is a wonderful institution and I am very proud to be here.

Although I was at Palomar for only the second half of the 2004–2005 academic year, I believe that the entire year was a great one for the College. Substantial progress was made in implementing Strategic Plan 2005 — a proposal that outlines ways to improve student success; teaching and learning excellence; organizational and professional development; resource management; and facilities improvement. Additionally, we have a new building, the High Technology Laboratory and Classroom Building, under construction. Due to the efforts of

the Palomar College Foundation and President's Associates, the Library was renovated and equipped with new computers for our students.

A new contract with the Palomar College Faculty Federation was implemented during this time period. Palomar's enrollment grew by more than three percent, resulting in additional state funding for the College. During this time, we drafted a new technology plan, one that will benefit all of us. We also worked together collaboratively to increase the marketing of our fine institution. These are just a few examples of what we have accomplished as a collective.

This Annual Report is the third and last of the Annual Reports prepared pursuant to Strategic Plan 2005. A new strategic plan, Strategic Plan 2009, is in preparation through the work of the College's Strategic Planning Council. Strategic Plan 2009 will map goals and objectives for the ensuing three-year period.

I encourage you to read this Annual Report and share with us pride in the outstanding students, faculty and staff of Palomar College.

Best regards,

A handwritten signature in black ink that reads "Robert Deegan". The signature is written in a cursive style.



GOVERNING BOARD



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Mark R. Evilsizer, M.A.



Ruth Larson, M.D.



Darrell L. McMullen, M.B.A.



Michele T. Nelson, Ph.D.



Neill Kovrig, Student Trustee

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

2004-2005 Strategic Planning Council Members

Jenny Akins

Supervisor, Purchasing Services

Michelle Barton

Director, Institutional Research & Planning

Bruce Bishop

Director, Student Affairs

Paul Charas

ASG President, Student Trustee

Berta Cuaron

*Assistant Superintendent/Vice President
Instruction*

Mike Dimmick

Network Specialist, Information Services

Bonnie Ann Dowd, Ph.D.

Associate Professor/Chair, Business Education

Patricia Frady

Accountant, Fiscal Services

Sherry Gordon

Associate Professor, Business Education

Lynda Halttunen

Dean, Counseling & Matriculation

Julie Ivey

Part-time Professor, English

Kenneth Jay

Director, Business Services

Barbara Kelber, Ph.D.

Associate Professor, English

Neill Kovrig

Student Trustee

Joseph Madrigal

*Assistant Superintendent/Vice President
Student Services*

Becky McCluskey

Accounting Technician

Jack Miyamoto, Ed.D.

*Assistant Superintendent/Vice President
Human Resource Services*

Joe Newmyer

*Interim Assistant Superintendent/Vice
President,
Finance & Administrative Services*

Wilma Owens

Dean, Career & Technical Education

Susan Snow

Associate Professor, Mathematics

Katie Townsend-Merino

Professor/Chairperson, Behavioral Sciences

Rocco Versaci, Ph.D.

Associate Professor, English



STUDENT SUCCESS

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

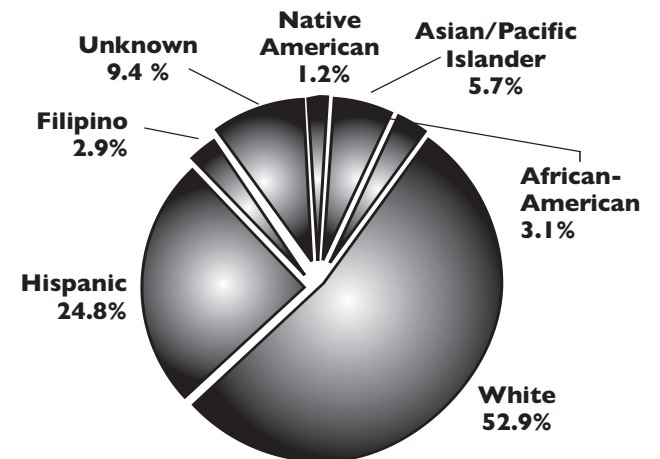
Goal/Objective	Completed	Continous Process	In Progress
Increase completion of educational goals, including transfer, by developing and implementing programs and services to increase persistence.			✓
Develop and implement a comprehensive plan to increase and improve student access and utilization of counseling services.			✓
Continue to develop and improve policies and procedures that use technology to communicate relevant information to existing and potential students.			✓



Facts and Figures

Number of Associates Degrees 2004-05 1,203
 Number of Certificates of Achievement 2004-05 435
 Number of Certificates of Proficiency 2004-05 136
 Number of students who transferred to a CSU 2004-05 988
 Number of students who transferred to a UC 2004-05 198
 Number of students prepared to transfer 2004-05 2,153

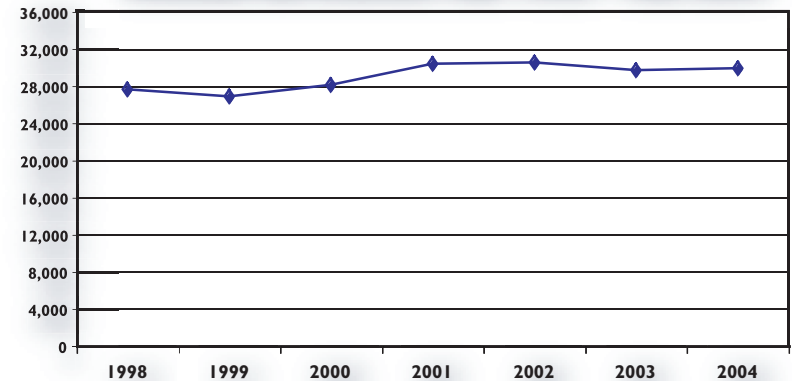
Fall 2004 Enrollment by Ethnicity



Highlights

- The Financial Aid Department implemented an online process for students to complete scholarship and Board of Governors Waiver applications. Therefore, students can apply online for scholarships as well as complete the necessary work to request a fee waiver based on financial need.
- The Math Department and Palomar College TV created Mathline, a live call-in math tutoring program that is broadcast throughout San Diego County and over the California Community Colleges Satellite Network.
- The Reading Program in partnership with the English Department implemented an outreach program to address the potential reading skills needs of students enrolled in Basic Skills English classes.
- The English Department published the 41st annual edition of Bravura, a literary journal featuring the poetry, prose, photography, and visual art of Palomar students. Every spring, under the guidance of two English professors, students conduct all operations regarding its publication: writing, solicitation of manuscripts, advertising, public relations, contract negotiations with the printer, editorial work, layout, design, marketing, and distribution.
- Partnerships were established with XETV Fox, KGTV, and KOCT to provide internships for the college's television broadcasting students.
- Palomar continued to participate in the Bridges to the Future program with CSUSM and MiraCosta. This grant initiative promotes inter-institutional partnerships to facilitate and increase the number of underrepresented students being trained as the next generation of scientists. To date, this program has provided support for 39 Palomar students and enjoys a 100 percent transfer success rate.
- The Palomar College Forensics team placed among the top five award winners at most tournaments and was among the top 10 at the national championship in Philadelphia in spring 2005.
- Seven Radio/Television and Cinema students won the prestigious Emmy Award from the National Academy of Television Arts and Sciences, Pacific Southwest region.
- Palomar students were well represented in the Student Showcase, Community College category, at the 2005 San Diego County Fair, winning top awards in a variety of competitions.

Student Enrollment Fall 1998 - Fall 2004



- Dental students passed the Registered Dental Assisting Exams at a rate of 90.9 percent, an increase over last year's successful pass rate of 88.2 percent.
- Fifty-three students graduated with an Associate Degree in Nursing (ADN). Palomar College's Nursing Education Program is the only ADN program in the state that has consistently had over a 90 percent pass rate on the NCLEX-RN board exam for each of the past five years.
- Forty-eight students graduated from the Administration of Justice Program. In addition, the Administration of Justice Program continued to offer in-service training courses certified by the California Commission on Peace Officer Standards and Training.
- Forty students graduated from the Fire Technology Program. In addition, the Fire Technology Program continued to offer contract education to North County fire departments.
- The Administration of Justice and Fire Technology Programs implemented two-year elective programs at Mission Hills High School. Students completing these programs will articulate 12-14 units of college credits to Palomar College.
- Thirty-four students graduated from the Paramedics Program. Of these graduates, 33 registered for and passed the National Registry and are now working as paramedics in San Diego County.
- More than 2,000 employees received contract training and/or workforce certification training through Palomar's Workforce Education program.



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.			✓
Integrate information competency skills across the curriculum.			✓

Distinguished Faculty Award for Excellence in Teaching

David Lowenkron
Mathematics

Andrea Ferentinos
Sociology

Faculty Service Award

Rocco Versaci, Ph.D.
Judy Crowe

Faculty Research Award

Karen Huffman
Al Trujillo

Employee of the Year Awards

CCE/AFT
Marcela Gomez

Confidential and Supervisory Team

Diane Cummins

Administrative Association

Employee of the Year
Diane Veach

Gift of Time Award

Monika Brannick



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Highlights

- Palomar College successfully completed its progress report to the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges. The accrediting commission approved this progress report in June 2005.
- Palomar's Emergency Medical Education Program obtained full accreditation from the Commission on Accreditation of Educational Programs for Emergency Medical Services Professionals.
- The Palomar College Child Development Center received full accreditation by the National Association for the Education of Young Children for the next five years.
- Palomar College purchased and began implementation of Curricunet, a web-based system for curriculum development that will assist the curriculum development and approval process, provide public access to curriculum, and serve as a vehicle for facilitating articulation between Palomar and the CSUs and UCs.
- The Learning Outcomes Council led development of "Campus Explorations," an interdisciplinary discussion on a focused topic. The first topic identified by the College is "Ethics." Weekly seminars were planned to engage students, faculty, and the community in discussions on the topic and its relevance to many disciplines of study. This dialogue helps raise student knowledge and awareness of the interconnectedness of disciplines and their content through a focused topic, collectively broadening the learning and education of students working toward their goals.
- Two California Community Colleges Satellite Network/Palomar College projects received the Silver Axiem Award in an international competition that recognizes "absolute excellence in electronic media."



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.		✓	
Pursue professional development grant opportunities.			✓

Palomar's governance councils continued to work on developing and implementing institutional plans and objectives. A few examples of their efforts are listed at right.

Instructional Planning Council

Mark Bealo
Norma Bean
Richard Borden
Judy Cater
Berta Cuaron
Robert Deegan
Judy Dolan
Theresa Egkan
Katheryn Garlow, Ph.D.
Jody Hall
Terry Humphrey
Karen Huffman
Chantal Maher
Becky McCluskey
Wilma Owens
Peggy Richardson
Tina Riley
Pat Schwerdtfeger, Ed.D.
Sara Thompson
Mark Vernoy, Ph.D.

Student Services Planning Council

Sheila Atkins
Bruce Bishop
Michelle Barton
Arturo Carlos
Jayne Conway
Anthony Cruz
John Dise
Deborah Dozier
Lynnea Duris
Theresa Egkan
Jose Fernandez
Marsha Gable
Lynda Halttunen
Herman Lee
Marilyn Lunde
Joe Madrigal
Benjamin Moss
Patrick O'Brien
Buddy Springer
Ruth Tait-Brown
Eddie Tubbs
Pam Webb
Anna Woodcock
John Woods

Administrative Services Planning Council

Jenny Akins
Bruce Bishop
Judy Crowe
Tony Cruz
Judy Dolan
Mike Ellis
Espy Flores
Martin Good
Ken Jay
Wendy Metzger
Becky McCluskey
Joe Newmyer
Kim Simonds
Don Sullins

Human Resources Planning Council

Jack Miyamoto, Ed.D.
Shawna Hearn
Nancy Horio
Bob Sasse
Wendy Metzger
Carmen Eckman
Kathleen Clay-Morrison
Mary San Agustin
Suzanna Grenz
Jo Anne Giese

Planning Councils' Work

- The Strategic Planning Council continued its work to update and create Strategic Plan 2009. This plan will guide the direction of the College over four years.
- The Instructional Planning Council prioritized and approved one-time funds to address global needs. This included establishing a part-time faculty work room and office space and purchasing the enterprise version of the Blackboard learning system to increase and improve the college's capacity to provide online instruction.
- The Student Services Planning Council extended its commitment to establishing a one-stop shop for students by approving and setting up a bursar's office next to the registration area. Walk-in students can now register and pay for their classes in one location. Further, the Student Services Planning Council worked to approve and implement a process for students to pay for their parking permits online.
- The Human Resources Planning Council completed and submitted the Palomar College Student Equity Plan, developed a notification and follow-up process to ensure timely evaluation of classified employees, and designed and implemented ongoing training to support the college's data management system.
- The Administrative Services Planning Council developed and implemented a multi-year budget analysis process to help programs and units build their budgets, reassessed options for flexible multi-year departmental budgeting, developed and implemented a uniform facilities use policy with procedures, and approved and implemented security upgrades at the Escondido Center.



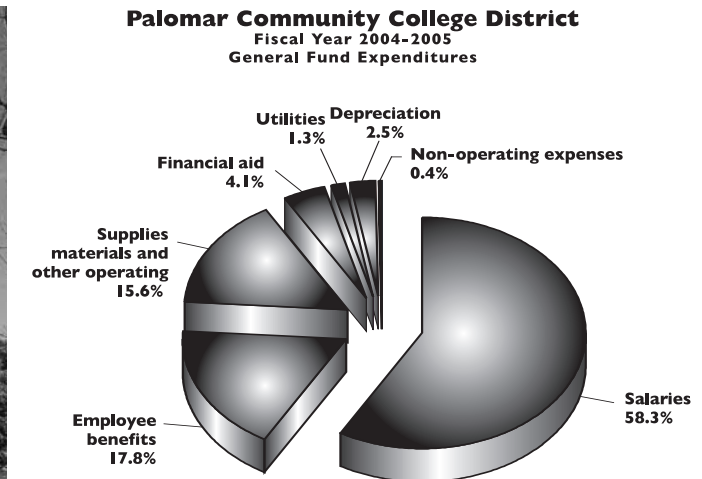
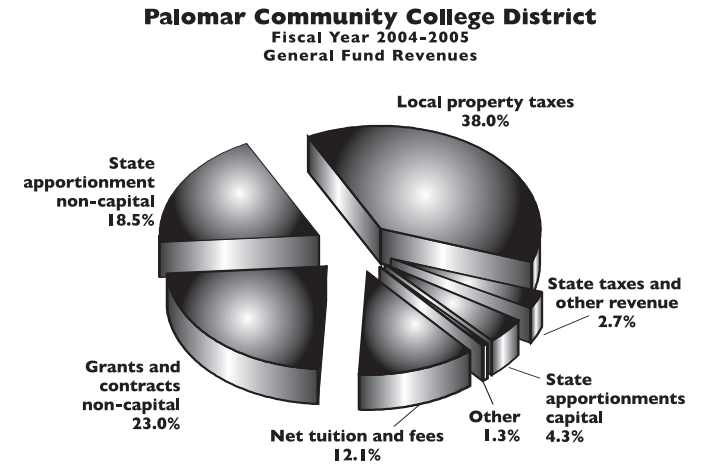
RESOURCE MANAGEMENT

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

Goal/Objective	Completed	Continous Process	In Progress
Reassess options for flexible multi-year departmental budget planning.	✓		
Develop and implement a long-range budget plan for computer hardware and software upgrades and/or replacement.			✓
Strengthen business and community partnerships and relationships to increase funding sources and support.			✓
Update and implement the Technology Master Plan.			✓

Highlight

As part of the budgeting and review process, Palomar completed an analysis of past departmental budgets for a three-year period. This analysis allowed the College to review allocations and consider reallocations for the purpose of addressing changing needs.



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	Continous Process	In Progress
Develop and implement a uniform Facilities Use Policy and Procedures.	✓		
Complete and implement a Master Signage Plan for all District facilities.			✓

Highlights

- In addition to breaking ground on the High Technology Laboratory and Classroom Building, Palomar College submitted a Final Project Proposal to the California Community Colleges Chancellor's Office for a multidisciplinary building.
- Upon receipt of a \$320,000 donation from the Palomar College Foundation and the President's Associates, Palomar successfully completed a remodel of the Library. The remodel allowed the Library to consolidate resource materials, increase the number of general use computers, establish space for an additional computer classroom, and relocate the Adapted Computer Lab and Tutoring Center to improve access and increase the available space for these services.
- To better serve students at the Palomar College Escondido Center, the College remodeled several labs and classrooms and reconfigured the student services area. This included placing 18 new computers in the Center's lobby area to facilitate online registration and assessment.



Breaking ground on the High Technology Laboratory and Classroom Building

PALOMAR COLLEGE FOUNDATION & PRESIDENT'S ASSOCIATES

During 2004-2005, 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 2004-2005. 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.

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Thomas Brown
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Sandy Hahn
Dennis Lindeman
Donna Luna de la Fuente
Paul Polito, CPA
Bill Pultz
Charles Salter
Barbara Swearingen
Robert Deegan
Deborah Stanley
Carlton Appleby, Honorary
Howard Brubeck (1916-1993)
Robert Frazee
Frederick Huber, Ed.D.
Arlyne Ingold
Robert Ingold (1916-2002)
Sam Stein

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Don Bale
Mary Borevitz
Raymond Bosch
Thomas Brown
Bill Carman
Phil Dalsin, Ph.D.
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Richard Marino
Ron Martin
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Curt Noland
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John Sedlack
Debbie Thompson

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