



MESSAGE FROM THE PRESIDENT

The opening of the new state-of-the-art Natural Sciences (NS) building highlighted the first quarter of the 2007-2008 year at Palomar College. Serving as a symbol of Palomar's commitment to providing students the best learning environment possible, the NS building was ready for classes on schedule at the beginning of the fall semester.



With enrollments continuing in an upward trend, reaching a record high of nearly 33,000 students in spring 2008, the construction of new and updated facilities to accommodate our students comes none too soon.

Utilizing funding from Proposition M, the College has moved forward in preparing for the construction of several other new buildings on the San Marcos campus over the next few years, along with a new educational center in Fallbrook. Plans also include upgrading and remodeling the Escondido Center and securing and developing a Palomar College site in the southern portion of the District.

Groundbreaking plans are underway for the three-story, 100,000-square-foot Multidisciplinary Instructional building and the two-story, 24,000-square-foot Health Sciences building. To make way for these buildings, demolition of the ES/LS complex and the S building was scheduled and carried out after graduation so as to cause minimal disruption to the learning environment. In addition, 16 modular buildings were installed in parking lot 2 to

compensate for lost classroom space, and additional parking spaces were created in other areas on campus.

During a year which included a fair share of challenges, such as the devastating San Diego wildfires, and sobering state budget predictions, Palomar College students continued to reach high levels of success.

From Speech and Debate Team member Ashley Nuckels winning top honors in competitions at the state and national levels, to nursing graduates with a licensure exam pass rate of 97.56%, Palomar has continued to maintain a tradition of excellence. Other student accomplishments include eight radio/television and cinema students winning Emmy awards, 36 cadets graduating from the Police Academy, and the women's basketball squad making history by winning the Pacific Coast Conference title, sweeping unbeaten (14-0) through the conference.

More than 600 middle and high school boys from North County schools attended the fourth annual Encuentros Conference at Palomar in October, where workshops were presented by professionals from various careers, such as law, engineering, science, auto technology, chemistry, medicine, education, psychology and more. And, at its second annual Early Acceptance Program, held on three Saturday sessions on the San Marcos campus, the Student Services Division registered more than 1,500 high school graduates. Students attending were also assisted with completing an education plan, and given a tour of the campus.

In addition to outreach, Palomar faculty and staff spent considerable effort this last year looking

inward. With the Western Association of Schools and Colleges accreditation site visit scheduled for March 2009, work began in earnest on the accreditation self-study. We analyzed our teaching methods and our operations, including emergency preparedness, and identified areas where improvements are needed. The Student Learning Outcomes Council has made progress with the Basic Skills Initiative, created by the state to help California community colleges better prepare students for success, and work on a Teaching and Learning Center at the Escondido Education Center is set to begin this year. Also, plans are in place to significantly improve our emergency preparedness, with help from Proposition M funds.

The Palomar College community showed grace and generosity in responding to the unforeseen events of the year, such as the wildfires of fall 2007, which dramatically affected this institution. Many of our students and colleagues suffered losses during the fires, and the College lost one week of classes. The way the College pulled together to help those in need, and the way the faculty rearranged their syllabi so that students could complete the required work, was truly inspiring. I am proud of our fine faculty and staff, along with our resilient students.

As we look forward to what lies ahead, we can celebrate the hard work that was done in the last year and the spectacular achievements of our students, and be confident that Palomar College's tradition of excellence will continue.

A handwritten signature in black ink that reads "Robert P. Deegan". The signature is fluid and cursive, with a large, sweeping flourish at the end.



GOVERNING BOARD



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Jesse Lyn,
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 2009” 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

2007-2008 Strategic Planning Council Members

Robert Deegan
Superintendent/President

Berta Cuaron
Asst. Superintendent/Vice President, Instruction

Wilma Owens
Dean, Instruction

Joesph Madrigal
Asst. Superintendent/Vice President,
Student Services

Lynda Halttunen
Dean, Counseling Services

Bonnie Ann Dowd, Ed.D.
Asst. Superintendent/VP, Finance and
Administrative Services

Michelle Barton
Director, Research/Planning

John Tortarolo
Asst. Superintendent/Vice President,
Human Resource Services

Sherry Titus
Director, Student Affairs

Brent Gowen, Ph.D.
President, Faculty Senate

Patrick O’Brien
Faculty Coordinator, Professional Development

Molly Faulkner, Ph.D.
Past President, Faculty Senate (or designee)

Kathleen Sheahan
Faculty Member appointed by Faculty Senate

Theresa Hogan Egkan
Faculty Member appointed by Faculty Senate

Jose Fernandez
Faculty Member appointed by Faculty Senate

Shannon Lienhart
Co-President, Palomar Faculty Federation

Julie Ivey
Co-President, Palomar Faculty Federation

Neill Kovrig
President, Council of Classified Employees/AFT

Becky McCluskey
Past President, Council of Classified Employees/AFT

Debbi Claypool
Vice President, Council of Classified Employees/AFT

Laura Gropen
President, Administrative Association

Lee Hoffman
President, Confidential and Supervisory Team

Jesse Lyn
President, Associated Student Government

Paul Barboa
Executive VP, Associated Student Government

Richard Talmo
Executive Director, Foundation



STUDENT SUCCESS

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

Goal/Objective	Completed	Continuous Process	In Progress
Develop and implement an institution-wide plan that includes strategies to improve retention (course completion) and persistence (semester-to-semester attendance and completion).		✓	
Increase instructional faculty's awareness and referral of students to services that support student success.		✓	
Define and communicate classroom and college expectations of students that foster shared responsibility for learning outcomes.			✓
Increase student awareness and use of services that support student success.		✓	
Align scheduling, course and program offerings to meet the needs of students.		✓	
Increase the number of full-time faculty while recognizing the need to increase the diversity among full-time faculty.			✓

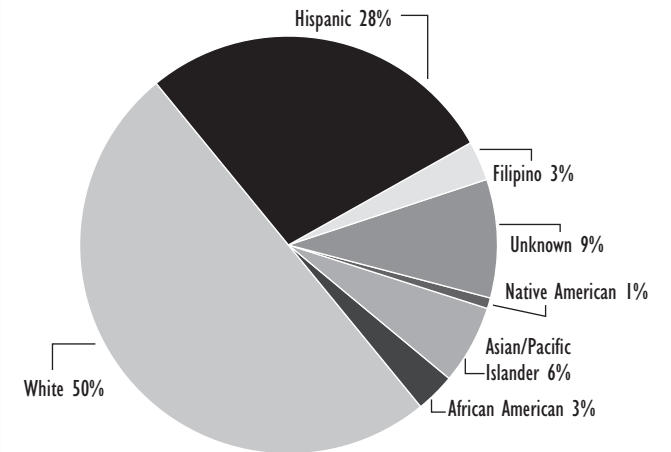
2007-2008 Facts and Figures

Number of Associate's Degrees1,494
 Number of Certificates of Achievement 571
 Number of Certificates of Proficiency117
 Number of students who transferred to CSU . . .963
 Number of students who transferred to UC . . .210
 Number of students who transferred to
 in-state private, or out-of-state universities . . 748*
 Number of students prepared to transfer2,000*

*Represents approximate number as official figures have not yet been released.



Fall 2007 Student Ethnicity

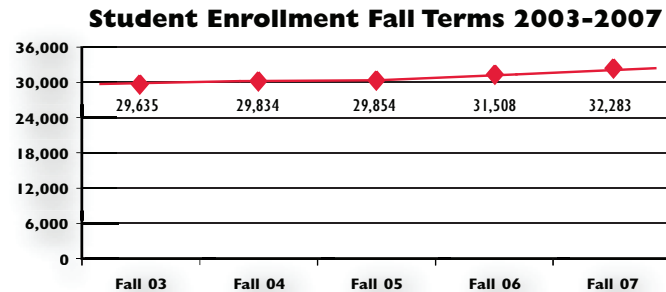


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Highlights

- Palomar College enrollment reached an all-time high in spring 2008: 32,494
- The Student Services Division held its second annual Early Acceptance Program (EAP), registering more than 1,500 high school students during three Saturday sessions on the San Marcos campus. At the EAP sessions, high school seniors who had completed their assessment testing were provided with guidance on their education plans, orientation and a campus tour, early registration for the fall semester and help with bookstore transactions. The goal of the Early Acceptance Program is to help students start college on the right foot by enrolling in the appropriate classes in order to build a foundation for a successful education.
- The Office of Student Affairs, along with the Associated Student Government (ASG) remodeled areas of the Student Union building, creating increased computer stations for students and greater capacity for club meetings.
- For the second year in a row, two students from Palomar's radio and television program wrote and produced a commercial for the PGA's Buick Invitational Golf Tournament, held in January 2008 at Torrey Pines Golf Course. The commercial was aired by television and radio stations throughout San Diego County.
- The English department published the 44th 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 the publication: writing, solicitation of manuscripts, advertising, public relations, contract negotiations with the printer, editorial work, layout, design, marketing and distribution.



- Palomar College continued to participate in the Bridges to the Future program with CSUSM and Mira Costa. 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 led to 22 students receiving B.S./B.A. degrees, and four students being accepted into Ph.D. programs. Students in the program have had a 95% transfer success rate. The grant has been renewed for five more years.
- Eight radio/television and cinema students won Emmy Awards from the National Academy of Television Arts and Sciences, Pacific Southwest region.
- Palomar College's diesel technology program received a \$20,000 donation from the Hawthorne Machinery and Caterpillar Corporations. The funds are to be used for program equipment and student scholarships.
- Palomar students were well represented in the Student Showcase, Community College category, at the 2008 San Diego County Fair, winning top awards in a variety of competitions.
- For academic year 2007-2008, 42 students graduated from the nursing program with an Associate Degree in Nursing (ADN). The pass rate on the NCLEX exam was 97.56%.

- Palomar College awarded certificates of completion to 36 graduates of the Police Academy for the 2007-2008 academic year. Also this year, Police Academy recruits raised approximately \$30,000 for the children of fallen officers. As part of this continuing program, the recruits do community service and raise money.
- Forty-two students graduated from the fire technology program which provided each of them with nine state certifications. In addition, the fire technology program continued to offer contract education to North County fire departments.
- Performing arts students were featured in a musical production of *Luann-Scenes in a Teen's Life*, which included working directly with well-known San Marcos cartoonist and playwright Greg Evans.
- Palomar athletes performed well overall during the 2007-2008 academic year, with teams in eight sports qualifying for California Community College Athletic Association post-season team competition.
- The fashion program had a number of entries in the Statewide Fashion Symposium held at the California Market Center where students received a Best of Show and also a third place award. Fifty Palomar College students attended this symposium.
- The Palomar College Speech and Debate Team placed third in debate and ninth overall in a national debate competition.
- Palomar College hosted the fourth annual Encuentros Education and Career Exploration Conference. The event provides an opportunity for young Latino boys to participate in various workshops, learning about career fields available to them.



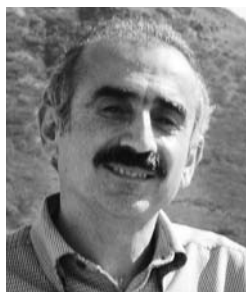
TEACHING & LEARNING EXCELLENCE

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

Goal/Objective	Completed	Continuous Process	In Progress
Integrate campus discussions related to on-line teaching.			✓
Provide up-to-date technology and related technical and equipment support for instructional purposes.			✓
Provide comprehensive technology training for instructional purposes.		✓	
Enculture the discussion and implementation of learning outcomes cycles.			✓
Advance the faculty-to-faculty mentoring program.	✓		
Develop and implement a plan to provide financial and institutional support to facilitate faculty skill development, knowledge, research and innovation in on-campus and off-campus venues.	✓		



Chantal Maher



Farhad Assaderaghi



Martha Velasco



Marty Furch



Jackie Martin-Klement



Rocco Versaci



Judy Cater



Anne Hathaway



Mike Bea



Brandi Taveuveu

Distinguished Faculty Award for Excellence Teaching 2007-2008

Chantal Maher (full-time)
French

Farhad Assaderaghi (part-time)
Chemistry

Martha Velasco (part-time)
Spanish

2007 Faculty Service Awards

Marty Furch
Jackie Martin-Klement

2007 Faculty Research Award

Rocco Versaci

2007 Faculty Gift of Time Award

Judy Cater

Employee of the Year Awards

CCE/AFT

Anne Hathaway

Confidential and Supervisory Team

Mike Bea

Administrative Association

Brandi Taveuveu

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Highlights

- With the Western Association of Schools and Colleges accreditation site visit scheduled for March 2009, the campus community began organizing and working on the college's self-study. The self-study process involves a comprehensive review and evaluation of all college programs, services, and operations.
- The Learning Outcomes Council sponsored weekly Campus Explorations seminars based on the theme, *Impacts of Technology*. Campus Explorations seminars, films and projects are designed to expose students and others to thought-provoking conversations about important topics. Students who enroll in the Campus Explorations class can earn one unit of college credit.
- The Learning Outcomes Council and Curriculum Committee piloted and approved a new course review process which leads to the identification and assessment of student learning outcomes at the course level.
- Enhanced teaching and learning opportunities were made available with the opening of the new Natural Sciences building, which features state-of-the-art classrooms and laboratories.
- The Counseling Division's annual retreat focused on developing strategic plans and Student Learning Outcomes.
- The economics, history and political science department sponsored Political Economy Days, during which expert speakers gave presentations on topics related to economics, history, political science, anthropology, multicultural studies, philosophy, law and more. This biannual event is designed to explore the relationship between politics and the economy from a variety of perspectives and to give students and community members the opportunity to benefit from the knowledge of a diverse group of experts.
- Instructional programs developed many new courses to meet the needs of students and industry. Examples of a few are:
 - The radio and television program premiered a new class, RTV 245, *Advanced TV News*. The class produced eight weekly half-hour sports shows called *Prep Sports Live*, *High School Sports*. The program was live, allowing students to get real-world experience. From that class seven out of 14 students obtained jobs working in San Diego TV news - including one student who is now working as a sports reporter at KUSI. This was the first time a program at Palomar was carried live.
 - The cinema program debuted a new class, CINE 122, *Identity in American Film*. The course introduces students to critical theories of identity formation and applies these ideas to recent, cutting-edge films. Envisioned as a way to help students reconsider how mainstream movies reflect mainstream values, the class focuses on representations of race, class, gender, sexual orientation, age, and ethnicity. Students are encouraged to reflect on how they respond to movies and to articulate what it means to be "American."
 - A new Green Design class was offered with an important portfolio segment – two students were hired by architects because of the Green Design class.



ORGANIZATIONAL & PROFESSIONAL DEVELOPMENT

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

Goal/Objective	Completed	Continuous Process	In Progress
Develop and implement a plan to establish and fund ongoing employee training programs for technical and professional skills to assess needs, assure competencies, and identify appropriate delivery methods.			✓
Evaluate formal communication channels and improve the vertical and horizontal communication within the governance structure.			✓

Instructional Planning Council	Jose Fernandez	Sherry Titus
	Lynda Haltunen	Mike Ellis
	Herman Lee	Ken Jay
	Melissa Lopez	Kim Simonds
	Joe Madrigal	Don Sullins
	Patrick O'Brien	Chris Wick
	Tom Plotts	Neill Kovrig
	Ruth Tait-Brown	Phyllis Laderman
	P.J. Demaris	
	Karen Huskey	Human Resource Services
	Tricia Frady	Planning Council
	Lisa Romain, Ph.D.	Shawna Hearn
	Paul Barbosa	Jo Anne Giese
	Richard Hishmen	Kelly Hudson-MacIsaac
Michael Large, Ph.D.	John Tortarolo	
Scott Cathcart	Dan Dryden	
Wendy Metzger	Sue Norton	
Student Services Planning Council	Finance and Administrative Services Planning Council	Debbie Allen
Sheila Atkins		Ernie Carson
Veronica Aguilera		Michelle Barton
Sherry Titus	Jeanette Atkins	Chris Wick
Jayne Conway	Bonnie Dowd, Ed.D.	Craig Thompson, Ph.D.
Michelle Eichelberger	Kelly Hudson-MacIsaac	

Work of the Planning Councils

- The Strategic Planning Council (SPC)** developed, approved and monitored work on the 2007-2008 Annual Implementation Plan (AIP). As part of this effort, SPC revised the AIP reporting format to include the identification by assigned workgroups of resources used or needed to complete work on specific objectives. Further, SPC reviewed the work of the Accreditation Steering Committee, discussed the College's institutional effectiveness and accountability indicators, and approved the establishment of a new smoking policy which identifies designated smoking areas on campus. Also, SPC worked with its Policies and Procedures Task Force to continue the update and revision of the College's Governing Board policies and related procedures.
- The Instructional Planning Council (IPC)** implemented year one of its revised two-year Institutional Program Review and Planning process. The modified process integrates academic program planning and resource allocation considerations with enrollment trends and student outcomes; curriculum review and revisions; faculty position requests; and other staffing, equipment, and technology needs. Year one of the process focused on planning and year two will focus on evaluation, progress, and updating of plans. As part of year one, IPC reviewed and summarized 89 institutional program review and planning documents and identified common themes and issues across the plans. Also, IPC completed the faculty hiring priority recommendations for 2008-09 and allocated \$122,042 from one-time supply funds to academic departments and programs who submitted eligible requests.
- The Student Services Planning Council (SSPC)** completed its annual institutional review and planning process, supported the implementation of the second annual Early Acceptance Program, and assisted the Associated Student Government (ASG) in seeking approval of a new District smoking policy through the College's participatory governance structure. The new smoking policy establishes designated smoking areas on campus, thereby promoting the health and welfare of all Palomar community members. Also, the Council actively supported the ASG and Office of Student Affairs in their efforts to remodel the Student Union building, establish a diversity center, and gain approval by the District and appropriate constituent groups to allow transfer students the opportunity to participate in the College's commencement ceremonies.
- The Human Resource Services Planning Council (HRSPC)** continued to provide oversight and to review progress on the development of an updated Equal Opportunity Plan. Further, the Council created and implemented a staff development grant proposal process to assist in the allocation of one-time staff development funds, integrated reports from sub-groups into its meeting structure, and began working on updating its Institutional Program Review and Planning process. In addition, the Council continued its practice of comprehensive training in the role of HRSPC in the planning process, and the overall governance structure and process.
- The Finance and Administrative Services Planning Council (FASPC)** reviewed the roles, responsibilities, and products of the council, as defined in the District's Governance Structure, in order to provide a process for the development and implementation of long-term plans for the Finance and Administrative Services area. The council also reviewed and reaffirmed the Arboretum's existing boundary lines in preparation for development of an ADA compliant design for the Arboretum as defined in Master Plan 2022. In addition, FASPC continued discussions related to updating and strengthening the link between Institutional Review of the Finance and Administrative Services' area in the development of its annual budgets, and long-term plans including staffing needs. Finally, FASPC continued its work on several Annual Implementation Plans, including the District's ability to respond to emergency situations and the development of a master signage plan.

RESOURCE MANAGEMENT

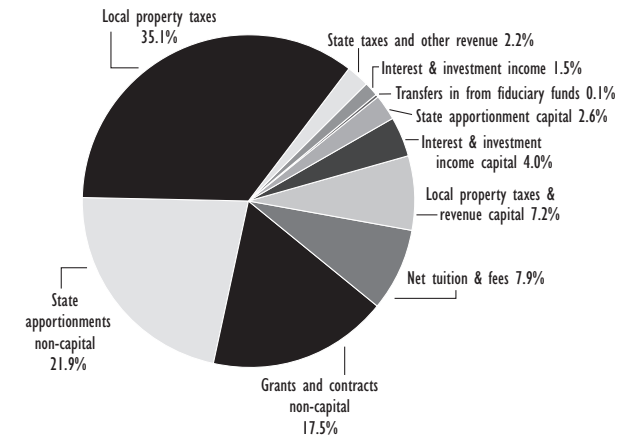
Utilize existing human, physical, technological, and fiscal resources efficiently and effectively and increase external funding.

Goal/Objective	Completed	Continuous Process	In Progress
Develop and implement a process for submitting, approving, and managing grants.			✓
Develop a comprehensive process that addresses the financial implications of program development and implementation.	✓		

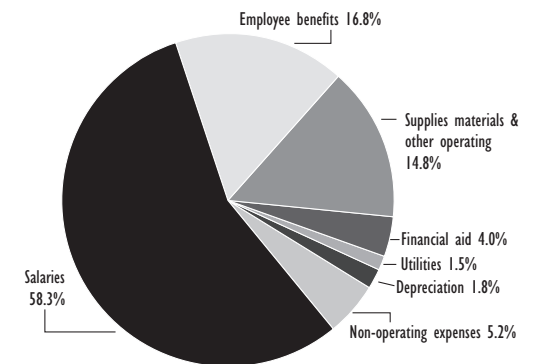
Highlights

- The College actively participated in energy conservation and set the goal of sustainable design for all of its facilities. The SDG&E "Savings by Design" program awarded the College \$131,513 for the Natural Science building. This was the largest award ever given to a community college by SDG&E.
- In June 2008, the District certified its final Environmental Impact Report in accordance with CEQA requirements for the 83.6 acre parcel purchased in June 2007 in Fallbrook, where the College's North Education Center will be located.
- As a result of the sale of the first series of Proposition M bonds, the District began designing and implementing facilities and technology improvements in accordance with its Master Plan 2022.
- A special working group from the Strategic Planning Council developed a proposal for the establishment of a District Grants Office.

Palomar Community College District Revenues
For Year Ended June 30, 2008



Palomar Community College District Expenses
For Year Ended June 30, 2008



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
Identify and provide appropriate levels of funding to support and ensure implementation of the facilities plan and the ongoing maintenance of buildings and grounds.			✓
Complete the master signage plan for all District facilities.			✓
Continue to develop procedures to respond to emergency situations.			✓

Highlights

- The Natural Science building opened in August 2007. It is the first instructional building constructed at the San Marcos campus since the 1970's. Prop M funds augmented State funding to enhance instructional equipment.
- Construction documents for the Multi-disciplinary Instructional building were approved. The MIB will house several disciplinary instructional programs in a state-of-the-art building.
- Construction documents for the Health Sciences building were completed and submitted for approval.
- The old science complex was demolished to make way for the MIB and Health Sciences building. Health Sciences will house state-of-the-art nursing and dental assisting instructional facilities.
- The District purchased 83.6 acres of land in the northern portion of its sprawling geographical boundaries. This site located in the Fallbrook area will be the future home of the College's North Education Center, which is anticipated to be operational to serve students in 2011.
- The District's architect, LPA, began work on a comprehensive master signage plan for the San Marcos campus.
- An emergency response working group was formed to research, develop and recommend procedures to improve the District's emergency response.



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PALOMAR COLLEGE FOUNDATION & PRESIDENT'S ASSOCIATES

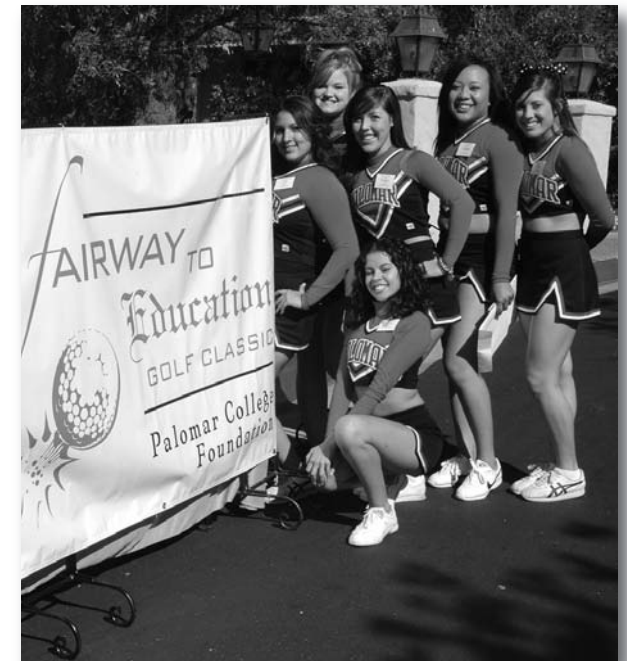
With student success as its priority, the Foundation manages and coordinates over \$350,000 per year in student scholarships, book grants and faculty and program grants.

In addition, the Foundation provides funds for unexpected emergencies that interfere with student success, such as the fall 2007 San Diego wildfires. During and after the firestorms that struck San Diego in October, the Foundation played a major role in helping members of the Palomar College community who had been affected by the disaster. The Fire Relief Fund was started immediately to help faculty, staff and students who had suffered losses in the fires. More than \$64,000 was raised in a short amount of time, and distributed to 14 faculty or staff members and 51 students. Distributions continued until Dec. 13, 2007, when the fund was exhausted. Palomar College faculty and staff donated \$21,195; the Foundation and its auxiliary groups contributed \$43,330.

More than \$100,000 was raised through other fundraising events including a silent auction associated with a special performance of the musical, *Luann: Scenes in a Teen's Life*; and the Foundation's second annual Golf Classic, *Fairway to Education*.

Private contributions have become critically important to Palomar College over the years, providing some measure of stability, even in unstable economic times. Philanthropic support to the Palomar College Foundation translates into continuing financial support for College programs and scholarships. A gift to the Palomar College Foundation is an investment in the future of our community and our students.

FINANCIAL HIGHLIGHTS	2007	2008
Total Revenue	\$2.2 million	\$1.3 million
Operating Expense	\$70,500	\$72,300
Total Assets	\$6.3 million	\$6 million
SCHOLARSHIPS AND BOOK GRANTS	\$350,000	\$360,000
FOUNDATION/PRESIDENT'S ASSOCIATES GRANTS		
July 2007 – June 2008		
Early Acceptance Program	\$60,000	
Campus Programs	\$50,400	
Fire Relief	\$63,000	
Dome Floor Resurfacing	\$24,000	
Proposition 92 Campaign Contribution	\$20,000	
TOTAL	\$217,400	



**Foundation
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- Janet E. Bourgeois
- Dr. Luene Corwin
- Steve Eggers
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- Dr. Frederick Huber
- Arlyne A. Ingold
- Robert F. Ingold (1916-2002)
- Darlene Marcos Shiley
- Sam S. Stein (1907-2005)

Superintendent/President

- Robert P. Deegan, Ex Officio



Executive Director

- Richard D. Talmo, Ex Officio

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- Doug Barker, Esq.
- Mary Borevitz
- Richard Borevitz
- Carol Bruton
- Dr. William Boyce
- Phillip Damon
- Virginia Dower
- John Forst
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- Joe Grosshart
- Ann Hunter-Welborn
- Ko Kishimoto
- Matthew Lehrer
- Robert Maag
- Ron Martin
- Marc McGuire
- Angelo Mitchell
- Curt Noland
- Robyn Quaco
- Metje Saffir
- Debbie Thompson
- Jerry Vincent
- Trennis Wright
- Peter York





Hubbell Structure, Palomar College Arboretum



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