



## President's Goals & College Planning Priorities: 2024 - 2025

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### **2024-2025 President's Goals**

**GOAL #1-** Continue implementing Diversity, Equity, Inclusion, Accessibility and Anti-Racist (DEIAA) initiatives in our academic and student services and support programs for disproportionately impacted groups.

**GOAL #2-** Increase opportunities for student workforce development.

**Goal #3 -** Create and support initiatives and programs targeted at retaining students.

**GOAL #4 -** Expand basic needs resources for all students.

**Goal #5 -** Strengthen our commitment to attract and retain classified professionals, faculty, and administrators.

**GOAL #6 -** Maximize the Student-Centered Funding Formula (SCFF) metrics for college funding by increasing student enrollment, financial aid awards, and student degrees and certificates conferred by the college, while examining the enrollment process, time to completion, outreach and recruitment strategies.

- A base allocation, which largely reflects enrollment.
- A supplemental allocation based on the numbers of students receiving a College Promise Grant, students receiving a Pell Grant, and students covered by AB 540.
- A student success allocation based on outcomes that include the number of students earning associate degrees and credit certificates, and the number of students transferring to four-year colleges and universities.

## **2024-2025 College Priorities**

- To increase special programs by 10-20%.
- To increase Free Application for Federal Student Aid (FAFSA) completed applications to 70-80%.
- To promote equity by increasing the visibility of Employee Affinity groups.
- To work with the district to include DEIAA in evaluations.
- To incorporate ITS recommendations to meet college needs.
- To explore developing new academic programs.
- To examine ways to improve student success and persistence.
- To reach more potential students, highly qualified employees, and a fully engaged local community through our marketing department.
- To provide training for employees around hiring, budgets, and various “new” technologies.

## **Background and State of the College**

This year I wanted to systematically approach and distinguish out the President's Goals and the College Priorities. Both that have derived from the:

- Chabot-Las Positas Community College District (CLPCCD) Board Priorities and Chancellor's Goals: <https://districtazure.clpccd.org/bot/priorities.php>
- President's Reflection of 2023—2024: <https://www.chabotcollege.edu/president/planning.php>
- Summer Planning with College Administrators-- Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis
- Shared Governance Leadership and Committee Discussions

## **First Year Reflection**

Over my first year as the 10<sup>th</sup> Chabot College President, we have experienced many successes for our students and our college.

- We had a successful leadership transition after over a decade;
- We expanded our student engagement on and off campus;
- We initiated a California Community College to Historically Black Colleges and Universities (HBCUs) pipeline;
- We balanced the budget;
- We increased in completion and transfer rates (~2,500 degrees/certificates to 1,500 people);
- We opened the Student Hub;
- We transitioned from a physical bookstore to an online book ordering platform;
- We are at 67% for Open Educational Resources (OER)/ Zero-textbook-cost (ZTC);
- We completed the construction of the new Library and Learning Connection Building 600;
- We received the Academic Senate for California Community Colleges (ASCCC) *2023-2024 Exemplary Program Award for Advancing Ethnic Studies*;
- And we continued to flourish as a Hispanic Serving Institution (HSI), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) to lead us naturally to becoming a Black Serving Institution.

## **Summer Planning with College Administrators**

Over the summer, it was with the College Administrators that we worked on SWOTs - Strengths, Weaknesses, Opportunities, and Threats. The SWOT analysis is a planning tool that helps companies make informed business decisions by evaluating their internal and external environments. The analysis assesses current and future potential and is designed to be data-driven and realistic. We met over six sessions with each department/division spending time reviewing and analyzing their areas. From these individual area perspectives came the college-wide key findings that were highlighted throughout:

### **Strengths**

- K-12 partnerships
- Vibrant social media
- Student focused
- Customer service/welcoming
- DEIAA- PARTI
- Collaboration across campus
- Culture shift by current leadership
- Less “because we have done it”
- Driven, knowledgeable, and supportive staff

### **Weaknesses**

- Technology (website, CRM, forms, training)
- Work based (Apprenticeships, STEM, Health)
- Overlapping efforts
- On and Off Boarding
- Appropriate data for today's needs
- Student persistence and retention
- Communication

### **Opportunities**

- Increase special programs by 10-20%
- Increase Federal Student Aid (FAFSA) to 70-80%
- Guidelines (hiring, business, facilities, Tool Kit)
- Planning- Calendar, Week in Preview/Week in Review
- New grants for programs
- Partnerships with industry and Community Based Organizations
- Programs (Data Science, Allied Health, Bach)
- Classified track for flex day
- Staff mental/physical wellness
- Comprehensive summer bridge program

### **Threats**

- Territorial
- Staff turnover
- AI/Academic Integrity
- Fraud
- Leaders vs. managers

With this informed method from the college level, I was able to revise the President's Goals and focus attention on College Priorities that were a culmination of these submissions along with the Planning & Resource Allocation Committee (PRAC) Annual Planning Priorities, the Program Area Review (PAR) Synthesis Statement, Listening Sessions, and various discussions throughout the year.

### **Moving Forward**

I am excited and exhilarated at the potential of this academic year. I know it will all come in due course, and I still believe that through the power of US, we will make it happen.