



San Diego Mesa College  
**President’s Cabinet Retreat**

**Friday, April 6, 2018**

10:00 a.m. – 4:00 p.m., CE at North City

<b>ATTENDEES</b> <i>as noted on sign-in sheet</i>	Larry Maxey	Aracely Bautista	Jeanette Leon	Veronica Gerace
	Meegan Feori	Madeleine Hinkes	Marichu Magaña	Leroy Johnson
	Olivia Picolla	Ryan Shumaker	Mark Manasse	Chris Sullivan
	Virginia Sanchez-Bernardy	Sahar King	Bridget Herrin	Holly Jagielinski
	Ed Helscher	Rob Fremland	Anda McComb	Monica Demcho
	Hai Hoang	David Fierro	Yolanda Catano	Ailene Crakes
	Linda Hensley	Sean Flores	Duane Wesley	Manuel Velez
	Leslie Shimazaki	Charlie Lieu	Kris Clark	Victoria Miller
	Monica Romero	Tim McGrath	Alan Goodman	Sara Beth Cain
	Jennifer Kearns	Todd White	Katie Palacios	Ashanti Hands
	Leticia Lopez	Kyung Ae Jun	Tim Ackerson	Trina Larson
	Pam Luster	Jonathan McLeod	Mariette Rattner	Shawn Fawcett
	Howard Eskew	Dina Miyoshi	Ian Duckles	

**Agenda Item A:**

**Welcome / Introductions / Ice Breaker: Pam Luster, President, San Diego Mesa College**

**Agenda Item B:**

**10:30 a.m.: Fun with Data: Bridget Herrin, Associate Dean, Research and Planning**

Bridget Herrin, Associate Dean, Research and Planning, stated her presentation would be on the data perspective of the goals and assessment to determine how we are doing in this process.

The retreat is focusing on the ACCJC standards as well as standards we would like to have in the next year. Handouts distributed during this presentation were:

- 1) SDMC: Core Key Performance Indicators, Standards and Goals for 2018/19 Year
- 2) Glossary for Core Key Performance Indicators terminology
- 3) Key Performance Indicators: Momentum Points
- 4) Cohort Tracking, Additional Metrics to Consider, Disaggregations
- 5) Core Key Performance Indicators – group activity

Some discussion points from the PowerPoint presentation:

Slide 3: Completion rate of prepared vs. unprepared (at least 6 units completed, started at Mesa and attend at least one Math/English course = “Transfer behavior”

Slide 4: Completion by Race: “White” statistic includes Latinx. “Prepared” is an important factor. Lowest completion rate is relative to groups with lowest prepared rates.

Slide 5: At Mesa, “transferred: is highest percentage for “How are students completing?” Students can be in more than one of the sorting groups. These results correlate with being transferred prepared in 7 year cohort.

Slides 7-8: “Average Units Earned” – how long to move on to the next step in their education goal. The longer the time, the less likely they are to complete. Units = time. More units

due to reasons such as transfer requirements, feeder college impacted, basic skills course(s).

Slide 9: Percentage of new students who complete a Math/English class in one year and completed 6 units. Math 46% (up 2%); English 27% (up 11%). Gateway courses – lack of completion of Math is number one reason for lack of transfer.

Slide 11: Progress, Celebration, Reflection: we are already making an impact with class tutoring, equity instruction and tutoring across campus (LOFT and Tutor centers), Cruise and Jumpstart events, placement, career ambassador program.

Slide 13: Guide Pathways / Strong Workforce – Launch boards. Link to Guided Pathways website: <http://www.sdmesa.edu/about-mesa/current-initiatives/guided-pathways/>

Slide 14: Key Performance Indicator Framework

Slide 15: Focus on first year and clear paths: Gray areas designate data not available. Focus on first year is equity and momentum. Year one: starting strong is very important. This slide was a handout and group activity to fill in percentages for the 1 year goal and 5 year goal; completed forms were collected for retreat evidence.

Slides 16-17: Goal Setting and Proposed Framework.

The “Fun with Data” presentation to the President’s Cabinet Retreat may be found at:

<http://www.sdmesa.edu/about-mesa/office-of-the-president/cabinet-documents.shtml>

Links to scorecards which are released each spring is:

<http://scorecard.cccco.edu/scorecardrates.aspx?CollegeID=072>

Datamart – CCCO.edu link:

<http://datamart.cccco.edu/datamart.aspx>

Institutional Effectiveness Student Success Scorecard Dashboard link:

<http://www.sdmesa.edu/about-mesa/institutional-effectiveness/institutional-research/data-warehouse/ScorecardDash.shtml>

**12:15 p.m. Lunch**

**Agenda Item C:**

**12:50 p.m.: The Finish Line Game: Ashanti Hands, VP Student Services**

VPSS Ashanti Hands explained the group activity “The Finish Line Game” and retreat attendees divided into six groups with a facilitator. Purpose of “The Finish Line Game” is to help increase awareness of the barriers to student success, particularly to gain a better understanding of the journey of college students who are low-income and/or students of color.

**Agenda Item D:**

**1:35 p.m. Break**

**Agenda Item E:**

**Mesa Pathways: Ashanti Hands, VP Student Services**

**1:40 p.m.: Mesa Pathways Work Plan**

VPSS Ashanti Hands presented the Mesa Pathways Work Plan’s six prioritized elements that will

guide our efforts through Spring 2019. They are:  
Element 2: Shared Metrics  
Element 4: Inclusive Decision-Making Structures  
Element 6: Guided Majors and Career Exploration Opportunities  
Element 7: Improved Basic Skills  
Element 8: Clear Program Requirements  
Element 9: Proactive and Integrated Academic and Student Supports

These prioritized elements include shared metrics, inclusive decision-making structures, guided major and career exploration opportunities, improved basic skills, clear program requirements and proactive and integrated academic and student supports.

**1:50 p.m. – 2:40 p.m. World Café / Next Steps** A “World Café” group activity followed where retreat attendees divided into six groups – one for each element, to discuss “Who should be at the table?” and “What else should we consider?” Index cards were distributed to each attendee to complete their answers to the two questions. These cards were collected for retreat evidence.

A total of 198 individual index cards were submitted and the Mesa Pathways Committee will consider feedback in planning efforts. VPSS Hands stated the next step is implementation. The taskforce brought forward the recommendation of establishing a Mesa Pathways Planning Committee for the directive of working on the prioritized elements. VPSS Ashanti Hands stated the taskforce will meet next week and asked the retreat attendees for their support in their recommendation to establish a Mesa Pathways Committee – those in attendance gave their “thumbs up” approval to move forward with this recommendation.

The Mesa Pathways presentation to the President’s Cabinet Retreat may be found at:  
<http://www.sdmesa.edu/about-mesa/office-of-the-president/cabinet-documents.shtml>

#### **Item F:**

#### **3:00 p.m.: Institutional Effectiveness - Madeleine Hinkes, Dean, Institutional Effectiveness, Bridget Herrin, Associate Dean, Research and Planning**

Dean Madeleine Hinkes stated a Program Review survey asked two questions: “What worked well and how to improve” and “Was the data meaningful?” A discussion followed with additional comments on the Program Review process, and analysis of data, such as:

- Establishing student ID tags (to designate students in areas such as athletes, peer navigator to ID the areas each student is involved in.)
- Means to inform faculty what is student’s major so we can help majors succeed.
- Means to determine where students are coming from?
- Means to determine where are we collaborating across campus? Where are we constrained?
- Means to determine how many tutoring hours are available and how effectively they are used? Correlating tutoring with Student ID (and GPA?)
- Data on why students drop out of class or college?
- PR asking: “What can the college do for you?” (other than resource allocation).
- What program needs – hopes/dreams for program – How can you help the college do its job better?

**3:20 p.m. Closing: Pam Luster**

President Pam Luster announced the remaining events/meetings coming this semester. This May is the first graduating class with a baccalaureate degree – the group designed their own commencement gowns. Pam stated the milestones and what we have accomplished this semester is incredible; people remember their experience at Mesa College.