



2025-2026

Executive Leadership Goals

Ashanti Hands, Ed.D. | President

Uphold Standards and Expand Access

- Sustain institutional momentum in securing full accreditation
- Advance initiatives that expand access and elevate excellence, including the launch of Mesa's second baccalaureate degree

Institutional Advancement and Advocacy

- Support the San Diego Community College District's fundraising campaign, elevating Mesa College's priorities, planning, and engagement.
- Foster transparent communication around key initiatives such as Measure HH.

Strategic Planning and Inclusive Growth

- Advance Mesa2030 with a focused approach centered on equitable outcomes, supported by college-wide engagement
- Champion strategic enrollment efforts that support the access, success, and belonging of minoritized groups and adult learners
- Use storytelling to connect our work to purpose and vision.

Rooted Leadership in Vision and a Defining Moment

- Lead with clarity, courage, and purpose, staying rooted in our vision and values while responding boldly to the needs of this moment.

Isabel De Los Angeles O'Connor, Ph.D. | Vice President, Instruction

Expand Enrollment of Latine Adult Learners

Implement a targeted adult learner enrollment management plan to increase access and retention among Latine adult students, addressing systemic barriers and supporting educational attainment.

Advance DEIAA Professional Development

Continue to support Diversity, Equity, Inclusion, Accessibility, and Anti-Racism (DEIAA) professional development opportunities with the goal of reducing equity gaps and fostering a more inclusive learning environment.

Promote Instructional Excellence and Visibility

Effectively tell the story of Instruction by highlighting achievements, innovations, and impact, thereby increasing the visibility and recognition of instructional programs across the institution and community.

Implement Legislative Initiatives with Integrity and Equity

Ensure the faithful and equitable implementation of state legislative mandates, maintaining a student-centered focus while upholding institutional values and compliance.

Coordinate Student-Centered Scheduling

Collaborate across programs and schools to streamline scheduling practices, ensuring that course offerings are aligned with student needs, improve access, and support timely completion.

Lead Statewide Instructional Leadership

Continue to provide leadership within the California Community Colleges system by serving as President of the California Community Colleges Chief Instructional Officers (CCCCIO), advocating for instructional excellence and systemic improvement.

Larry T. Maxey II | Vice President, Student Services

Establish 2025-2026 as the Year of Transfer

- Promote and support all student services programs to creatively and intentionally enhance transfer outcomes throughout the academic year.
- Lead efforts to establish and strengthen transfer partnerships that focus on providing equitable transfer opportunities for all students.

Strengthen Partnership with the Business Office

- Build a positive working relationship to improve program budget management and oversight.

Strategic Planning and Equity Focus

- Advance Mesa's 2030 strategic vision with a dedicated focus on achieving equitable outcomes, supported by broad college-wide engagement.
- Lead strategic initiatives aligned with the 2025–2028 Student Equity Plan.
- Focus on building community partnerships that promote and support the college's equity mission.



Rooted in Purpose. Grounded in Equity. Growing Together.



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Larry T. Maxey II | Vice President, Student Services (continued)

Promote Student Services Program Reviews Centered on Outcomes

- Establish meaningful, intentional processes that incorporate both qualitative and quantitative data to evaluate and improve student services programs.

Enhance Communication of Student Success Stories

- Develop strategies and tools to increase the volume and improve the quality of documenting and sharing student success stories, highlighting positive outcomes for students.

Lorenze A. Legaspi | Vice President, Administrative Services

Mesa2030 Roadmap: Successfully co-chair Mesa2030 Roadmap Taskforce

- Specific: Lead taskforce to consolidate roadmap objectives with clear expectations of tracking
- Measurable: Use specific metrics to measure progress toward objective/goal attainment

Bond Measure HH

- Communication
- Execution
- World Art Gallery

Budget Transparency

- In coordination with Director of Admin. Services, create and provide trainings for budget managers to empower them to understand and track budget and expenditures, processes
- Provide quarterly updates to VPs/President
- Share State/District information with Campus Constituencies at PCAB

Team Development

- Build and foster professionalism and comradery
- Onboard New Admin. Services Director

Other Priorities:

Mural | Contract Screening Workgroup Wrap-up | Trail | Wellness | Foundation | Board Development/Members | CCS Support

Hải Hoang | Dean, Institutional Effectiveness

Strengthen Institutional “Branches” by Deepening Connections to Advance IE Priorities & Impact

- Deepen relationships
 - Facilitate or present data discussions at 2 school/department meetings
 - Deliver at least 2 campus-wide data workshops
 - Attend key campus events to strengthen cross-college connections
- Increase visibility of IE priorities and Process
 - Communicate IE priorities, processes, highlights regularly through emails and updates to managers, PCAB, PIEC, Exec, President’s Weekly Newsletter
 - Ensure timely submission of research requests and advance notice for mandated reports
- Grow ownership & leadership of IE priorities
 - Support faculty, staff, and administrators in asking stronger questions and using data more effectively
 - Expand IE capacity to proactively initiate and lead projects
- Support the meaningful use of data in decision-making and improvement
 - Advocate, collect, and share documented examples where institutional data directly informed decisions or improvement initiatives
 - *(And the first two bullets under Deepen Relationships)*

Strengthen Institutional “Roots” by Refining Processes & Practices for Measurable & Sustainable Improvement

- Complete the key dashboards transition
 - Successfully launch new Award, Retention, Student Services, and Transfer dashboards
- Refine and align visible IE processes
 - Continue improvements to PR, OA, PIEC, and ACCJC-related processes, ensuring clarity, consistency, and alignment



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Hải Hoang | Dean, Institutional Effectiveness (continued)

- Help Improve “invisible” practices
 - Strengthen institutional habits by raising awareness and advancing actionable changes through Admin, Exec, and MESA2030 processes, with emphasis on integration, prioritization, meeting efficiency, and “do less with less”.
 - Continue documenting internal IR processes for accountability, transparency and efficiency
 - Start documenting IE processes for accountability, transparency, and efficiency
 - Host regular knowledge-sharing sessions within the IE team

Krista Stellmacher, CFRE | Director, Development and Entrepreneurship

Increase Revenue Through Diversified Fundraising

- Raise at least \$700,000.
- Achieve diversified results via:
- Growth: grant-seeking efforts (\$100,000), Spirit of Mesa (\$160,000), support for the World Art Collection (\$85,000)
- Maintenance: Annual scholarship giving (\$150,000), #MesaGivingDay (\$10,000), support for campus initiatives (\$85,000)
- Creation: Major giving program (\$100,000)

Elevate Voices and Knowledge of Full Team to Achieve Organizational Growth and Scale

- Increase Board Capacity by supporting Board Development for incoming Foundation Board Members.
- Support the professional development, build out of clear roles, and contributions of the Resource Development team—Resource Development Administrative Technician, Project Analyst/Grant Writer, Project Analyst/Development Specialist—by: onboarding RD Admin Tech; building out clear roles to maximize impact and reduce confusion; create infrastructure for check-ins, communication, and collaboration; supporting training and PD opportunities, and share with the campus community the subject matter expertise on the team, including who to approach for what questions.
- As appropriate, leverage the expertise of Evergreen Alliance CPA for financial management, Olivia Light for scholarship management, Goodman Center for storytelling coaching, and Pacific Arts Media Center for video production.

Plan Transformation of Scholarships in Support of Student-Centric, Equity-Focused, Sustainable Model

- Define change agenda & scope (what is right and best)
- Conduct scholarship portfolio assessment & recommendations
- Draft recommendations, gather input
- Create specifications for technology upgrades
- Implement communication/outreach plan to inform of changes

Maximize Success of Comprehensive Campaign

- TBD based on August 6 Contract

Anabell Pulido | Information Officer, Office of Communications

Enhance Institutional Visibility and Reputation

Increase awareness and positive perception of the college within the local community, region, and target audiences. Through strategic branding, community outreach, digital marketing campaigns, and storytelling that highlights student success, faculty achievements, and community impact.

Support Student Recruitment and Retention

Collaborate with admissions, academic departments, and student services to create compelling communications that attract and retain students. Develop targeted campaigns that promote academic programs, important campus deadlines, and maintain an engaging website.



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Executive Leadership Goals

Anabell Pulido | Information Officer, Office of Communications (continued)

Strengthening Internal Collaboration and Communications

Ensure all project requests submitted via the [Online Project Request Form](#) are acknowledged, tracked, and completed efficiently with clear communication. This protocol aims to build stronger relationships with campus clients through consistent follow-up and professional support.

New Department Templates

Develop and provide customizable templates. Templates will be available in PowerPoint and Canva formats to accommodate different user preferences and skill levels. The goal is to offer user-friendly options for those who are already familiar with basic design tools, allowing them to create their own marketing materials independently. The Office of Communications will offer training sessions and remain available to support departments in using the templates effectively.

Bond Support and Hiring of Support Staff

Hire dedicated support staff to serve as liaisons between the Office of Communications, the President's Office, and construction leads, ensuring consistent messaging and coordination for bond-funded initiatives. In advance of contract hires, develop communication templates that promote a unified visual identity.



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