

Reflections From the First 100 Days

Imagine a Liberatory Education for all Students



CSM President Jennifer Taylor-Mendoza, Institutional Planning Committee
February 16, 2022

College of San Mateo

100 Days



Conducted a comprehensive organizational assessment

Embarked on a listening tour to better understand the needs of the institution and community

Focused on being present, visible, and accessible to facilitate return to campus and build rapport

Our Strategic Priorities and Initiatives



we've got
**your
back.**

and
**your
books.**

and
**your
college
degree
FREE.**

college of san mateo
**PROMISE
SCHOLARS
PROGRAM**

The graphic features three speech bubbles arranged in a vertical line. The top bubble contains the text 'we've got your back.' with a person icon. The middle bubble contains 'and your books.' with a stack of books icon. The bottom bubble contains 'and your college degree FREE.' with a piggy bank icon. Below the bubbles is the text 'college of san mateo' and 'PROMISE SCHOLARS PROGRAM'.

Strategic Priorities Focus Our Solutions

1. Supporting our Students Aspirations
2. Creating Equitable Opportunities for All Students
3. Committing to Progressive and Innovative Teaching
4. Building on a Culture of Participation and Communication
5. Building on a Tradition of Service to the Community

Strategic Initiatives Guide the Work

1. Equity
2. Guided Pathways
3. Workforce

Beneficence.
Excellence.
Bold Future.

1. “Doing Good”
2. Teaching and Scholarship
3. 100-Year Legacy
Shaping our Future



CHAOS

ORDER

Collaboration

working together to achieve a goal. It is

a recursive process where two or more people or organizations work together to realize shared goals. Collaboration is also present in opposing goals exhibiting the notion of adversarial collaboration.

Opportunities

- COVID “Recovery”- Validate the work
- Ensure all populations are being served equitably
 - Service area and zip code
- Provide adequate resources to operational areas to create stability
- Create comprehensive economic development infrastructure
- Build CSM brand in the community from early education to college
 - Focus on our unique qualities
- Interrogate programs, services, and curriculum that have not led to equitable outcomes or student achievement
- Invest in antiracism as our Solidarity Statement claims

ACTION

INACTION



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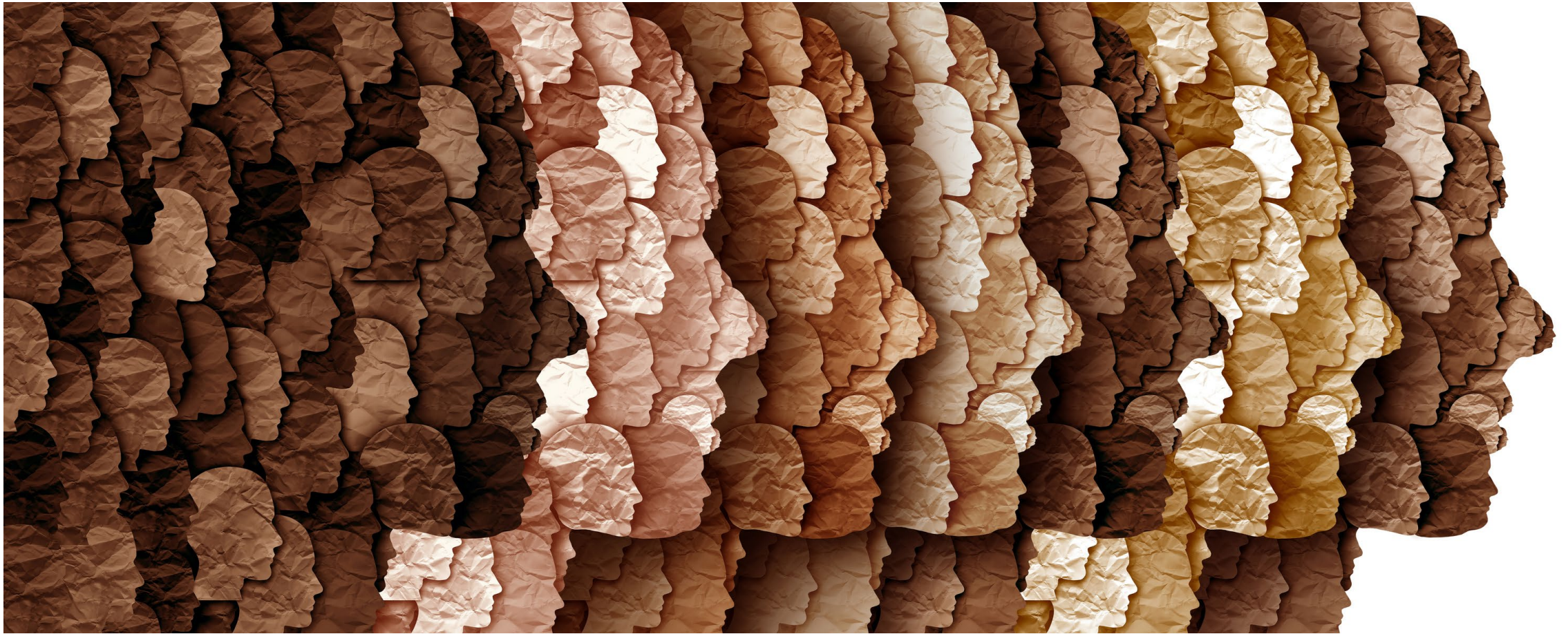


Participatory, Shared Governance

- Shared governance requires shared responsibility
- Create a space to reflect, discuss, and connect
- Communicate to build understanding and to avoid confusion
- Process to facilitate successful communication strategies for committee representatives
 - The feedback cycle
- Reflect on institutional committee and key shared processes
 - Check in on how well we are doing
 - IPC, EEC, Curriculum Committee, Program Review, Resource Requests, Reassigned Time

We are the community's college.

Who We Are.



Values

- Create a culture in which BIPOC faculty, students, and staff feel authentic care
- Enhance campus engagement and voice
- Review and revise practices, policies, processes, and procedures that create barriers to student achievement
- Budget allocation should match our priorities
- Inspire innovation and creativity
- Be accountable, be thoughtful, and lead with urgency
- Celebrate



VISION

Reflect on what you have heard.
What is one thing you can apply to your work?