



C U Y A M A C A  
· C O L L E G E ·

# **Annual Update Report**

Admin - Student Success & Equity

## Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (Fa2024)

**Program Goal:** Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit

**Goal Status:** Active

### Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Persistence and Eliminate Equity Gaps:** Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (X)
- **Increase Hiring and Retention of Diverse Employees:** Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (X)

### Summary of Progress or Results

**Summary Date:** 11/20/2025

**Summary of Progress or Results:** TBD

**Reporting Period:** 2025 - 2026

**Action steps for this academic year.:**

Just testing

## Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (Fall 2024)

**Program Goal:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities

**Goal Status:** Active

### Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Equitable Access:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (X)
- **Eliminate Equity Gaps in Course Success:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (X)
- **Increase Persistence and Eliminate Equity Gaps:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (X)
- **Increase Completion and Eliminate Equity Gaps:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (X)

### Summary of Progress or Results

**Summary Date:** 11/20/2025

**Summary of Progress or Results:** TBD

**Reporting Period:** 2025 - 2026

**Create and sustain a data-informed infrastructure that promotes equity, inclusion, and shared responsibility for student, faculty, and staff success within the Student Success & Equity Unit.**

**Program Goal:** Create and sustain a data-informed infrastructure that promotes equity, inclusion, and shared responsibility for student, faculty, and staff success & belonging.

**Goal Status:** Active

**Summary of Progress or Results**

**Summary Date:** 01/09/2026

**Summary of Progress or Results:** Ongoing programming, professional development and evaluation of equity minded campus efforts.

**Reporting Period:** 2025 - 2026

**Status:** In Progress - will carry forward into next year

**What resources, if any, are needed to achieve this goal? (Select all that apply):** New faculty position

**Action steps for this academic year.:**

- Hire Training Assistant position to support professional development, the Vision Resource Center, and other Student Success & Equity operations (Approved and being recruited in 2026.)
- Hiring a culture and community relations manager or specialist to assist in programming and outreach effort would significantly impact historically underserved and underrepresented populations.
- Continue developing a dynamic menu of activities and programs that educate, inform, and inspire members of our entire campus community to be inclusive, empathetic, and engaged.

## Service Area Overview and Update

### Lead Author

Dr. Aaron Bruce

**Please briefly share the ways in which you collaborated with colleagues within and outside of your department to gather input to inform your program review.**

Collaboration across campus is essential in the area of Student Success & Equity. Throughout the semester, in the role of Dean of Student Success and Equity, I have connected with a variety of campus/community stakeholders including but not limited to,

- **Administrators, students and affinity groups** connected to Puente, Umoja, Together We Rise, Black Student Success Center, Veterans Center, and DSPS
- **Campus Committees and Councils,**
  - **Student Success and Equity Council (SSEC)** Provided updates and feedback on Campus Equity Plan, Shared information on new professional development initiatives and PD pathways for faculty.
  - **Teaching & Learning Committee** Co-facilitated meetings, programs and discussions about current topics related to equity, campus climate, employee and student retention. Created a space of open dialogue and input at each meeting.
  - **ALAT** - Provided a presentation on VRC and Professional Development strategies.
- **Associated Student Government (ASGCC)**
  - Attended meetings, provided updates on strategic progress related to campus equity
  - Gathered feedback from student leaders on their specific needs and concerns around climate, equity and retention
- **Career Education** Co-branded events attracting underrepresented populations. Served as a thought partner on inclusive marketing strategies.
- **Library** Collaborated on joint programming designed to support historically underserved populations.
- **Distance Education** - Gathered information on the ways the campus could better amplify the role of DE at Cuyamaca College
- **Athletics** Connected with various coaches, staff and student athletes.
- **Kumeyaay Community College** Established an open line of communication with tribal leadership. Gathered feedback on the history and expectations for a future thriving partnership
- **New Student Orientation Committee** Provided creative input while gathering information on the challenges and successes associated with previous years. Initiated ACP Lead participation for Fall 2026.

## Annual Update

- **Equity and Equal Employment Opportunity Advisory Committee (EEEAOAC)** Provided input on equitable hiring and recruitment practices. Examined the current data and trends.

### **Please briefly share the ways in which you collaborated with your Dean on your program review to discuss your vision, goals, and resource needs/requests.**

Connecting with the Sr. Dean on a regular basis was key to my success in my first term. Navigating policies and politics of the campus. Determining the readiness of the campus for various equity initiatives was an essential part of all discussions. Moreover, identifying potential partners in goal setting and resource sharing was a valuable part of the relationship.

Hosting joint presentations and team visits to various committees was also appreciated.

### **Please summarize the changes, additions, and achievements that have occurred in your program since the last program review.**

#### **Summary of Progress Results**

- Facilitated the completion of the 2025-2028 Student Equity Plan, informed by data and informed by discussions with the Student Success and Equity Council and other governance groups. (New staffing)
- Develop a plan for Student Success & Equity-led Culture and Community Circle events. (New staffing)
- Implement in partnership with faculty coordinators a refresh of Equity Minded Teaching and Learning (EMTL) series. Assuring relevance and alignment with the Equity Plan.
- Hire Training Assistant position to support professional development, the Vision Resource Center, and other Student Success & Equity operations. (Position approved. Search launch in early 2026)
- Created new joint programming pathways to support, for professional development, student retention, community building.

## **Service Area Outcome Assessment and Operational Improvements**

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### **Administrative service areas collect data in many different ways. This may include the number of students, employees, or community members served, survey results, or other reports prepared by the department and external organizations. Which data was used to assess your service area?**

IESE Office has collected and monitors campus demographics, academic performance and overall student success. The data is often viewed through the lens of equity and identity to insure help monitor campus community needs. In addition to using the quantitative data collected, multiple campus discussions, meetings and roundtables, are facilitated each semester with the support of various constituencies including Academic Senate, Student Government, various bargaining units and committees dedicated to equity and inclusion. Moreover, the Dean of Student Success regularly meets with campus counselors and students to connect to affinity groups like Umoja and Puente.

### **How were the data used to inform changes or improvements to a service area or to the college as a whole?**

Students voices matter in the strategic decisions and programming that take place at Cuyamaca College. Meeting regularly with leaders affiliated with Student Government (ASGCC) to inform them of our campus progress but more importantly to learn their perspectives has been priceless. They play an essential role in how we prioritize our efforts. For example, students found significant value in hearing from speakers that reflected their own identities. As a result, we are inviting inspiring speakers to campus to connect with students not only through their identities, but also through their career and academic interest. This effort has increased student participation and engagement during affinity cultural months, but throughout the academic year.

A similar effort applies to how we are responding to the needs of our faculty and staff. Data collected from a Spring 2025 Professional Development Needs Assessment helped us establish employee Professional Development Priorities for 2025-2026, based on the data collected. Areas of high interest we determined, broken into subcategories, and an array of delivery methods were established to provide equitable access for all employees.

Programming, community building and general professional development opportunities are continually being adjusted to strategically align with the needs of the campus and the Equity plan.

## Annual Update

### **Improving campus culture & climate (82%)**

Inclusive communication, Equity & belonging, Conflict resolution/restorative practices  
CoPs, interactive workshops, guest speakers

### **Building trust & community with students/colleagues (82%)**

Collaborative teaching strategies, Culturally responsive pedagogy, Peer mentoring  
CoPs, hands-on sessions, Zoom workshops

### **Supporting students' mental health & basic rights (80%)**

Trauma-informed teaching, Supporting basic needs, Recognizing/responding to mental health challenges  
Workshops, experiential sessions, expert speakers

## Program Goals

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## Submission

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**Program Review response is complete and ready for review.**

Yes - Response is complete and ready for review

