



Annual Plan for EMP Implementation

Planning & Budgeting Council

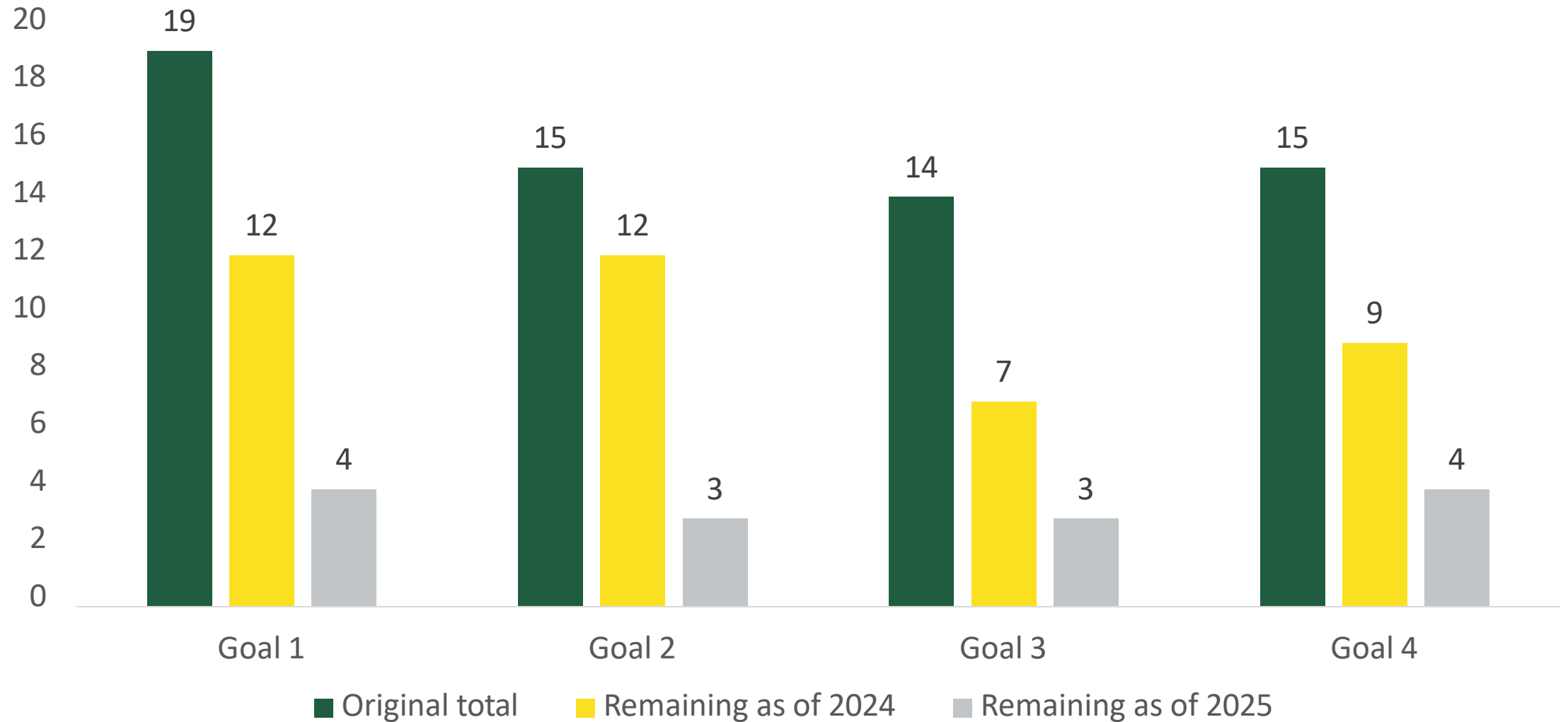
September 3, 2025

2025 Leadership Retreat Update

- ✓ 60+ students, faculty, classified staff and administrators participated
- ✓ 4 breakout sessions focused on choosing the top priorities for 2025-65
- ✓ Check <https://canadacollege.edu/plans/leadership-retreat.php> for more info



Ed. Master Plan Remaining Strategic Initiatives





Priority Initiatives Selected for 2025-26

Goal 1: Student Access, Success, and Completion

1.15 Create and scale the First Year Experience Program

1.8 Ensure academic program viability

Goal 2: Equity-Minded and Antiracist College Culture

2.6 Improve faculty and staff hiring practices to ensure a diverse pool of applicants

Goal 3: Community Connections

3.11 Create and expand career exploration experiences for students

Goal 4: Accessible Infrastructure and Innovation

4.1 Improve access to campus via public transit, rideshare



EMP Strategic Initiative #	Initiative Title	Initiative Description
1.8	Ensure academic program viability	Ensure all academic degree and certificate programs remain viable and strong and that they adapt to the changing needs of students and employers in Cañada's service area.

Initiative Leads for 2025-26:

- Gampi Shankar, Academic Senate President
 - Chialin Hsieh, Vice President of Instruction
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- ✓ Develop a work plan
 - ✓ Form a task force (as needed)
 - ✓ Report progress to PBC in November/December 2025
 - ✓ Report progress to PBC in April/May 2026



EMP Strategic Initiative #	Initiative Title	Initiative Description
1.15	Create and scale the First Year Experience Program	Create (by 2023) and scale (by 2025) the First Year Experience program for all incoming students, including default course schedules for some first-time cohorts.

Initiative Leads for 2025-26:

- Rob Andrade, Director of Learning Center
- Mayra Arellano, Director of High School Transitions and Promise Scholars Program

- ✓ Develop a work plan
- ✓ Form a task force (as needed)
- ✓ Report progress to PBC in November/December 2025
- ✓ Report progress to PBC in April/May 2026



EMP Strategic Initiative #	Initiative Title	Initiative Description
2.6	Improve faculty and staff hiring practice to ensure a diverse pool of applicants	Revise and improve faculty and staff hiring practices that recognize both traditional and nontraditional experiences and qualifications to ensure the hiring of a diverse pool of faculty and staff applicants.

Initiative Leads for 2025-26:
<ul style="list-style-type: none">• Mwanaisha Sims, Director of Civil Rights and Compliance, District Office• Michiko Kealoha, Director of Equity
<ul style="list-style-type: none">✓ Develop a work plan✓ Form a task force (as needed)✓ Report progress to PBC in November/December 2025✓ Report progress to PBC in April/May 2026



EMP Strategic Initiative #	Initiative Title	Initiative Description
3.11	Create and expand career exploration experiences for students	Create and expand career exploration experiences (such as work-based learning, internships, and job shadow opportunities) for students during their time at Cañada, particularly during their First Year (in each Interest Area), as they choose a program of study and refine their education goals. Close racial equity gaps in access to career development and job placement opportunities.

Initiative Leads for 2025-26:

- Lizette Bricker, Vice President of Student Services
- Max Hartman, Dean of Counseling
- Bob Haick, Career Center Program Supervisor

- ✓ Develop a work plan
- ✓ Form a task force (as needed)
- ✓ Report progress to PBC in November/December 2025
- ✓ Report progress to PBC in April/May 2026



EMP Strategic Initiative #	Initiative Title	Initiative Description
4.1	Improve access to campus	Improve access to campus via public transit, shuttles, and additional partners such as Lyft and Cruise.

Initiative Leads for 2025-26:

- Ludmila Prisecar, Vice President of Administrative Services
- Adolfo Leiva, Director, SparkPoint Center

- ✓ Develop a work plan
- ✓ Form a task force (as needed)
- ✓ Report progress to PBC in November/December 2025
- ✓ Report progress to PBC in April/May 2026