



GAVILAN COLLEGE

STRATEGIC PLAN 2025-2030



Spring 2025

OVERVIEW OF THE STRATEGIC PLAN DEVELOPMENT



Gavilan College conducted an environmental scan in fall 2024 prior to reviewing the mission, vision, and strategic goals. The external environmental scan examined data trends for the service area (the cities of Gilroy, Morgan Hill, San Martin, Hollister, San Juan Bautista, and south San Jose), and the internal environmental scan examined data trends of student enrollment and outcomes. Past surveys from students and faculty were shared. At the Strategic Plan Development Retreat in November 2024, retreat participants gained a better understanding of changes in higher education, population, labor market, and the community served by Gavilan College which helped to create the mission, vision, and strategic plan goals.

OVERVIEW OF THE STAKEHOLDER ENGAGEMENT



Retreat Participants: The Gavilan College employees listed in this report collaborated in November 2024 to produce a draft of the mission, vision, and strategic goals for the college. Without their support and commitment, through inclusive discussions and activities at the retreat, this plan would not have been developed. The Gavilan College community (employees and students) also needs to be acknowledged for their suggestions and discussions at various meetings in spring 2025. We are appreciative of their time and engagement.

MANAGEMENT/CONFIDENTIALS

Dr. Pedro Avila	President
Marilyn Morikang	Vice President, Admin Services
Dr. Moaty Fayek	Vice President, Academic Affairs
Dr. Renee Craig-Marius	Vice President/Asst. Superintendent Student Services
Lucy Alvarez	Director, Human Resources
Kyle Billups	Director, Information Tech
Alicia Cortez	Board of Trustee – Clerk
Carina Cisneros	Dean, Student Support
Diego Espinoza	Dean, Counseling, Student Success and Equity
Enna Trevathan	Associate Dean, Nursing & Allied Health
Hazel De Ausen	Director, Institutional Research and Planning
Jamie Adams	Director, Athletics, Kinesiology
Jeannie Wallace	Board of Trustees – President
Jennifer Nari	Dean, STEM, Mathematics
Judy Rodriguez	Director, Instructional Site, Hollister Extension
Kathy Chavez Napoli	Board of Trustee
Kelli Bostwick	Director, Financial Aid
Lelannie Mann	Director, Educational Partnerships & Dual Enrollment
Michelle Jones	Executive Assistant, Office of the President
Noah Lystrup	Dean, Arts, Humanities, and Social Science
Serafin Fernandez	Director, Capital Projects
Susan Sweeney	Dean, Career Tech Education
Victoria Masey	Executive Assistant, Academic Affairs

FACULTY

Bianca Melchor	Faculty, Counseling
Cherise Mantia	Faculty, Theater Arts / Academic Senate President
Deborah Gustlin	Faculty, Art History
Elizabeth Stone	Faculty, ESL
Johnny Ploke	Faculty, Kinesiology
Monica Herzi	Faculty, French
Nikki Dequin	Faculty, Kinesiology
Bena	

CLASSIFIED PROFESSIONALS

Connie Phillips	Senior Accountant
Elizabeth San Ramon	Financial Aid Technician II
Jacque Martin	Coordinator, Student Life and Engagement
Jose Morales Carrasco	Admissions/Student Record Technician
Nancy Barrera	Program Services Specialist, Outreach
Nicholas Salisbury	Senior Research Analyst, IR & Planning

STUDENTS

Brandi Kramer	Student
Brittany Chavez	Student
Gabriela Marcos	Student
Nate Veronda	Student



MISSION, VISION, AND PRINCIPALS OF COMMUNITY

New Mission Statement – March 2025

Through equitable access and comprehensive support in a welcoming inclusive environment, Gavilan College guides students of diverse backgrounds to achieve academically and pursue lifelong learning. We prepare students for transfer success, career advancement, and meaningful community participation.



New Vision Statement

As a college of excellence, we create pathways that transform lives through equitable access, innovative learning, and exceptional support, where every student thrives, and communities prosper.



At the Strategic Plan Development Retreat, the first iteration of the new vision and mission statements were created. The retreat participants reflected on our previous mission and Principles of Community to produce a draft. The Principles of Community includes a framework that the College aspires to be diverse, purposeful, inclusive, and equitable. The vision and mission statements were brought through the governance committees and campus community for feedback and final versions of the statements were approved in spring 2025.

STRATEGIC PLAN GOALS



Student Success, Completion, and Transfer

Objective: To provide a structured and supportive pathway for students to successfully complete their academic and career goals

Example Metrics: Successful completion of courses, completion of degrees, certificates and transfers



Equity, Access, and Inclusion

Objective: With equity at the forefront, build inclusive spaces and curriculum that honor, support, and respect diverse student populations

Example Metrics: Reduce equity gaps in course success outcomes, including transfer-level English and Math course success; monitor students' sense of belonging on campus



Academic Program Innovation and Development

Objective: To prepare students with the skills and knowledge needed to thrive in the evolving job market

Example Metrics: Job placement rates in CTE program specific enrollment grown (CTE offerings, headcounts, and seat counts)



Community Engagement and Partnerships

Objective: To increase community engagement and enrollment through strategic outreach, effective marketing campaigns, and collaborative partnerships

Example Metrics: Number of new partnerships and/or internship or apprenticeships locations



Institutional Effectiveness

Objective: To systematically leverage technology across all campuses to continuously improve processes, enhance data-analysis capability, and facilitate data-informed decision-making, leading to increased operational efficiency

Example Metrics: Successful completion of courses, completion of degrees, certificates and transfers

IMPLEMENTATION PLAN

The College will organize actions to achieve the Strategic Goals and monitor its effectiveness in supporting student success. This will involve the collaboration of administration, faculty, staff, and students. Additionally, in spring 2025, the California Community Colleges Chancellor's Office unveiled the Vision 2030 goals for both the statewide system and our College. The goals of Vision 2030 are equity in success, access, and support. At the local level, the College will need to evaluate key strategic metrics, activities, challenges that are impacting student success and addressing equity gaps.





GAVILAN COLLEGE

