

President's Goals

My commitment to our NSC Tree Frog Family

Recap of Fy 24-25 Goals

New Goals for Fy 25-26





Growth as a Leader

Strengthen my capacity as a leader and EDIC Champion

- Ongoing professional growth and learning
- Participation in community and civic engagements



Support NSC

Support NSC Programs, Services, and Operations

- Strengthening Institutional Planning at North
- Cultivating cultures of evidence and caring community
- Meeting accreditation standards and requirements



Promote and advocate

Promote and advocate the College to the community

- Image Building
- Friend Raising
- Fund Raising

Recap of FY 24-25 Goals

Reflection on FY 24-25 Goals: GROWTH AS A LEADER

I am grateful to have set this goal. During the period of 24-25 we faced unprecedented challenges with the new federal administration. More than ever, the commitment to ensure success for all students requires vigilance in diversity, equity, and social justice. I am pleased to report that I have accomplished objective one on professional growth and learning. This includes:

*ASPEN-KERN INSTITUTE: Serving as one of 20 CE Os in the inaugural cohort of the Aspen and Kern Institute for Leadership and Character in Higher Education,

<https://www.aspeninstitute.org/news/aspen-kern-program-announcement/>. Our journey started in April 2025.

*CLIFTON STRENGTHS: We have extended our practice of Strengths building through the GALLUP Clifton Strengths Finder. This is a North PD journey with the leadership team, and we began to embed our strengths in evaluations, coaching, and meetings.

*FUTURES THINKING: We also expanded our community learning on futures thinking, facilitated by Miracosta College. We are now adapting signal practices and how we can effectively scan signs and signals that would impact our desired future.

*Conscious Leadership, <https://conscious.is/resources>: I continue to learn more about conscious leadership with its concepts on the drama triangle and my role to be a leader above the line. I introduced this concept to the Cabinet.

Despite the dual role of CEO and CFO, I did my best to participate in community and civic engagements, which aligned with Objective Two. I took an active role in community and civic engagements both personally and professionally. Although I deferred visiting different neighborhood councils in North Seattle, I took the time to connect with our local HS principals. I continue to take an active role as a board member for NAPIC, the NSCCF, or AFS. I joined the board for the Post Secondary International Network, or PIN.

We launched several community engagements, like the North's community dinner modeled after Seattle Central. It was an opportunity to connect with our community. We successfully established the Unity Forest with volunteers from our neighborhood. Finally, I am most proud of the start of the Tribal Advisory Council at North Seattle. SCD Tribal Liaison, Willard Bill Jr. has been instrumental in helping us launch this council.

CliftonStrengths Application:

Connectedness - EDIC is not just a separate initiative. It is woven into every aspect of leadership and community engagement, allowing me to integrate it into decision-making, partnerships, and culture-building.

Restorative - My drive to address systemic inequities directly supports restorative justice, healing, and reconciliation efforts.

Ideation - I designed innovative professional development and community engagement experiences that invite others into this work in inspiring ways.

Intellection - I continuously reflect on my growth, examining personal and institutional blind spots to foster authentic equity practices.

Strategic - I mapped out the best ways to balance personal well-being, leadership responsibilities, and EDIC advocacy so that I can sustain my energy and influence over the long term.

Reflection on FY 24-25 Goals: Support NSC

I am happy to report that I have made significant strides in this goal. Thanks in part to North's cabinet (adream team) for their leadership and support.

*Objective 1: Strengthening Institutional Planning. We are on track to provide an initial mission fulfillment or operational plan by this summer. This is in preparation for campus engagement starting in the Fall. This includes a task force that was formed to review our Core Themes for affirmation, reaffirmation, and alignment with the district's goals. The Leadership Team completed the basic futures thinking, and we are now planning how to use this framework to strengthen our culture of evidence while articulating a collective vision of our desired future. The leadership team, College Council charter, and membership have been clarified. This served us well as we prepared our balanced budget plan this year. We are on our way to improving program review and assessment with a summer assessment institute in 2025. The survey for these activities offered us opportunities for improvement.

*Objective 2: Our culture of evidence represents *Data/Information + Collective Wisdom = North's Analytics and Intelligence* to support tangible actions and decisions. The IE unit has offered many data points for collective wisdom discussions. For the latter, we set a simple queue to facilitate conversations with 1} takeaways, 2} actions to take, and 3} additional queries or questions. As an improvement, we plan to publish IE briefs, where units can initiate collective wisdom. The briefs would also include signals or signs, or environmental scanning of trends and drivers that can influence our future. Although we paused a CCSSE survey this year, the mid-cycle report offered a glimpse of student and campus climate that we can follow up on and improve upon.

Objective 3: Meeting accreditation standards and requirements. We have completed the mid-cycle with favorable outcomes. The recommendations and lessons learned inform our operational planning and continuous improvement.

Clifton Strengths Application:

Connectedness - I naturally see how every program, service, and policy links to the bigger vision of North Seattle College. This helps me frame the strategic planning process, so all stakeholders understand their role in fulfilling the mission, strengthening the sense of collective purpose.

Restorative - My talent for problem-solving will be vital in addressing structural gaps in shared governance, accreditation recommendations, and process inefficiencies, turning challenges into opportunities for improvement.

Ideation - Futures Thinking initiatives and reimagining the strategic plan will benefit from my creativity, helping stakeholders explore fresh possibilities and innovations for program review, student outcomes, and campus climate.

Intellection - I approach the planning process with deep analysis, ensuring priorities are evidence-based and informed by a thoughtful review of data, accreditation requirements, and feedback from surveys.

Strategic - I spot patterns and prioritize the most impactful actions - for example, sequencing accreditation reports, governance updates, and the mission fulfillment plan so they build momentum toward a stronger institutional framework.

Reflection on FY 24-25 Goals: Promote and Advocate NSC

I am honored to fulfill this goal and to serve as one of North's advocates and storytellers. With every opportunity to connect and engage our community, I have consistently ribbit or croak the college's mission and contributions, as well as continuously built relationships that foster that mission.

Objective #1: Image Building. I worked closely with our Comms team in deliberately highlighting the College's contribution. We started by identifying areas of pride and building on our story from there. We shared this through Board reports, campus messages, websites, and promotions like the SCF college feature story. This has been most helpful as we hosted NWCCU mid-cycle evaluators.

Objective #2: Friend Raising. Although I was not able to launch the President's Advisory Board, we have launched the Tribal Advisory Board at North. In addition, we forged a stronger partnership with the City of Seattle DEEL and with local legislators during this last session. I continued to connect with our local HS principals. This included a joint cabinet meeting with Nathan Hale HS leadership. We also connected with the Licton Springs Neighborhood about the Thunderbird Nest Housing project to gain their support.

Objective #3: Fundraising. This year, we see an increase in AFS contributions {\$295K to \$350K}, including a special allocation to support a commitment scholarship for students with unpaid obligations (\$35DK) and to launch an ECE cohort for Arabic and Somali (\$300K). The Seattle College Foundation also reported a record increase in scholarship awards. Sadly, the new federal administration set us back in our federal grants. Our NSF LSAMP 5-year award was terminated, and our TRIO SSS grant was not renewed. Despite this, NSC flourishes with state and local grants like the High Demand grant for pharmacy tech apprenticeships. We are now launching a community of practitioners in grants to build our capacity again in grants management. This will set us up for a comeback despite the setbacks in federal funding.

CliftonStrengths Application:

Connectedness - frame NSC's story in a way that highlights its integral role in the Puget Sound region's educational, economic, and cultural ecosystem, showing partners why their investment matters.

Restorative - When engagement lags (e.g., inactive PAB members), I identify root causes and implement changes that reignite participation.

Ideation - I craft "riveting (ribbiting)" success stories and creative outreach campaigns, making image-building efforts memorable and emotionally resonant.

Intellection - I think deeply about the kind of partnerships that best serve NSC's mission, selecting collaborations that are meaningful rather than transactional.

Strategic - I align image building, friend raising, and fund raising in a logical sequence, ensuring each stage strengthens the next and maximizes impact.

New Goals for FY 25-26

[Link here](#)

[FY 25-26 goals](#) OR
**GO TO NSC
President's Website
at**

<https://northseattle.edu/leadership-organization/college-president>

- Goal Title: Support Programs, Services and Operations for NSC and the District's Administrative Affairs function.
 - Focusing NSC's plans, actions, and contributions towards our shared future vision of a vibrant community.
 - Enhancing the collective impact of the District's administrative affairs functions.
- Goal Title: Promote and advocate the College to the community.
 - Image Building. Improve the College's outreach and recruitment programs that foster a collective and coordinated support to the community, applicants, and students.
 - Friend raising. Re-establish the President's Advisory Board (PAB) while strengthening the Tribal Advisory Board in its second year.
 - Fundraising. I will continue to work with SCD Foundation and the NSCC Foundation or AFS, for which I serve as a board member, to increase capacity in donor and corporate support. Build upon the College's Community of Practice in support of grants and contract partnerships.
- Goal Title: Strengthen my capacity as a leader and Social Justice champion.
 - Ongoing professional growth and learning
 - Participation in community and civic engagements