

GROSSMONT COLLEGE
Planning & Institutional Effectiveness Committee (PIEC)
Friday, October 21, 2022
11:00 a.m. – 12:30p.m.
[PIEC Zoom Room](#)
Meeting Notes

Purpose The goal of the Planning and Institutional Effectiveness Committee is to ensure a culture of continuous quality improvement and data-informed decision-making. Best practices for institutional effectiveness include improving equity and student learning and achievement by analyzing data and using results to inform practice. It uses environmental scan data as well as institutional outcomes to drive institutional responses. The committee reviews program assessment results against the college’s mission, values, and strategic goals. The committee is also responsible for assuring the continuous integration of planning across the campus, regularly evaluating the college's progress to ensure institutional effectiveness.

CO-CHAIRS (voting)	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (voting)	ADVISORY
<input checked="" type="checkbox"/> Joan Garcia Ahrens	<input type="checkbox"/> TBD	<input type="checkbox"/> Marshall Fulbright
<input type="checkbox"/> Krystle Jones	<input type="checkbox"/> TBD	<input type="checkbox"/> Marsha Gable
	<input type="checkbox"/> TBD	<input checked="" type="checkbox"/> Joyce Fries – Co-chair, Program Review
		<input checked="" type="checkbox"/> Kelly Menck – Co-chair, Program Review
		<input type="checkbox"/> Natalie Ray
		<input type="checkbox"/> TBD- VPAS
		<input type="checkbox"/> TBD- Research Analyst

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (Voting)	ADMINISTRATORS’ ASSOCIATION (Voting)
<input checked="" type="checkbox"/> Natalia Aylett	<input checked="" type="checkbox"/> Pat Murray	<input checked="" type="checkbox"/> Courtney Willis
<input checked="" type="checkbox"/> Eva Nicasio	<input checked="" type="checkbox"/> Graylin Clavell	<input checked="" type="checkbox"/> Niko Crumpton
	<input checked="" type="checkbox"/> Juliana Bertin	<input type="checkbox"/> TBD

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Cindy Emerson	<input checked="" type="checkbox"/> Martha Clavelle
<input type="checkbox"/> Susana Munoz	<input checked="" type="checkbox"/> Kay Watson, Recorder	<input type="checkbox"/>
<input type="checkbox"/> Felicia Kalker	<input checked="" type="checkbox"/> Carmen Hernandez	<input type="checkbox"/>
	<input checked="" type="checkbox"/> Christopher Yerkes	

ROUTINE BUSINESS	
1. Welcome and Introductions	Joan welcomed PIEC members and let the committee know that Co-Chair Krystle Jones was unable to make the meeting.
2. Public Comment	None
3. Additions/Deletions to Agenda	None
4. Approve meeting notes from 09/23/2022	Approved
NEW BUSINESS	
5. Key Performance Indicators (KPIs)	<ul style="list-style-type: none"> • Joan shared how KPIs measure how the college is serving the students and meeting the Mission and Strategic Goals. • Due to the new Strategic Plan, we must make changes to the KPIs to reflect that plan. • The Strategic Plan was designed with the State Chancellor’s Vision for Success in mind. • These goals were intended to close equity gaps and prepare more workers for the workforce in California. • Guided Pathways is one mechanism for the Chancellor’s

	<p>vision for success.</p> <ul style="list-style-type: none"> • The Student Equity Plan was also an initiative. • The Vision for success goals sunset Spring 2022. • Next is the Governor’s Roadmap to Success (Vision Resource 2.0) • Joan Shared the Governor’s Roadmap will pick up where the Vision for Success left off. • The Governor’s Roadmap will run 2022/2023 to 2026/27 fiscal and academic years. • Report is due Aug. 30th, 2023. • Governor’s CCC Roadmap has more specific actions. • Joan explained roadmap goals and targets. • Joan explained that we do have our own KPIs here at Grossmont that we track. • Website has all the information listed. • State is encouraging us to get out of our silos and work together. • Joan provided a draft KPI Matrix. • Next meeting the team will share databases and work on targets.
UPDATE	
<p>6. Partnership Resource Team (PRT) Visit Monday, October 24, 2022</p>	<p>Joan explained what to expect during the PRT visit. Joan presented the agenda for the day. The agenda also listed the focus groups and who is assigned to them.</p>
<p>7. AP/BP 3050</p>	<ul style="list-style-type: none"> • Joan shared the revision the workgroup was going to recommend to (AP/BP 3060 & 3050). <ul style="list-style-type: none"> a. Combine (AP/BP 3060 and 3050) and change the name to Professional Responsibility. b. The workgroup learned they couldn’t combine (APBP 3050 & 3060) • Joan explained the difference between (AP/BP 3050 & 3060)
<p>8. Hispanic Association of Colleges & Universities (HACU) Workshop Data</p>	<p>Victoria R. gave a summary of the HACU Workshop she attended. She stated that the workshop was about equity improvements to close equity gaps, but thinking about it at an institutional level. She explained that they provided a tool kit that helped towards this effort. She also explained that they identified four areas that were necessary to have a campus-wide culture change.</p> <p>Four structures:</p> <ol style="list-style-type: none"> 1. -Data collection, analysis 2. -Use effective campus-wide communication and engagement 3. -Hiring strategies and personnel policies 4. -Auditing campus and state policies and practices to identify those perpetuate the status quo <p>Victoria plans to reach out to speaker to see if she can get the PowerPoint from them to share with the group</p>
<p>9. Student Equity Plan</p>	<p>The plan has been presented to all constituency groups. Next steps will be to present to College Council and Presidents Cabinet before routing for signatures.</p>

DISCUSSION / CONSENSUS	
<p>10. PIEC Meeting Date Change:</p> <ul style="list-style-type: none"> a. Move 01/20/23 mtg. to 01/27/23 b. Move 02/17/23 mtg. to 02/10/23 	<p>Approved</p>

COMMITTEE/CONSTITUENCY REPORTS		
11. Reports on PIEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees: 		
FOR FOLLOW-UP AT NEXT MEETING		
Who	Item	Timeline

NEXT PIEC MEETING: 11/18/2022; 11:00 am – 12:30 pm

PIEC SCHEDULE 2022-2023	
Date	Time
Friday, 12/16/2022	11:00 am - 12:30 pm
Friday 01/27/2023 (Move to 4th Friday. Faculty off Contract on 01/20/2023)	11:00 am - 12:30 pm
Friday 02/24/2023 (move 2nd Friday. Presidents weekend 02/10/2023)	11:00 am - 12:30 pm
Friday, 03/17/2023	11:00 am - 12:30 pm
Friday, 04/21/2023	11:00 am - 12:30 pm
Friday, 05/19/2023	11:00 am - 12:30 pm

Planning & Institutional Effectiveness Committee (PIEC)

NORMS

Updated
 September 23th, 2022

In participatory government, a high level of collegiality, respect, and civility is expected. Those expectations include the following:

- When measuring consensus members will use the Thumb up- all the way in; Thumb middle- can live with it; Thumb down- want to keep talking about additional solutions.
 - When consensus is final the committee will use the chat entering: yes, no, or abstain.
- Members may drop an emoji from the Zoom library as a quick check check-in at the beginning of the meeting. This would help us calibrate our body language with one another.
- Raise hand to let folks know you are going to speak. Be respectful of others who may have raised their hand before you.
- Everybody's voice is equal, important and valuable.
- If there are times when we feel unsafe. Find ways to recalibrate and move forward in a gentle way.
- Use a parking lot.
- If a proxy is requested make sure the proxy is briefed prior to the meeting.
- Operate under the assumption that everyone is speaking with a positive intent.
- Be solution focused when you don't understand where someone is coming from.
- Periodically check in on our norms and adjust them.
- Conversations in the chat should be discussed.