GROSSMONT COLLEGE
Planning & Institutional Effectiveness Committee (PIEC)
Friday, October 17, 2025
11:00 a.m. – 12:30p.m.
Minutes
~~College Conference Room 10-106~~
[ZOOM LINK](#)

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 (voting)	EX-OFFICIO (voting)
☒ Tate Hurvitz	☐ Jayson Alvarado	☒Victoria Christine Rodriguez
☒Malia Molina	☒ Sara Markowitz	☐ Susana Munoz
		☐ Karolia Macias
		☒ Karen Hern

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (Voting)	ADMINISTRATORS' ASSOCIATION (Voting)
☒Rukiya Akua	☐Dawn Heuft	☐Courtney Willis
☒Denise Schulmeyer	☒Brandi Tonne	☐Niko Crumpton
	☒Michele Martens	☐TBD

ADVISORY (non-voting)		
☐Joan Ahrens, VP Academic Affairs	☐TBD, District Research Planning	☐ Maria Denise Aceves, Curriculum
☐ Adrianne Garay-Lee, VP Student Services	☒Joyce Fries, Academic Program Review	
☐Meya Alomar, VP Administrative Services	☐Kelly Menck, Academic Program Review	
☒Marcelo Nieto, Research and Planning	☒Rafael Ayala, Research and Planning	

CPIE	GUEST	
☒PJ Ball (Recorder)	☐	☐
	☐	☐
	☐	☐
	☐	☐

ROUTINE BUSINESS	
1. Welcome and Introductions	Committee members were welcomed and introductions were made
2. Additions/Deletions to Agenda	N/A
3. Approve meeting notes: a. 09/19/2025	Meeting notes approved by consensus
NEW BUSINESS	
4. [Overview of SCFF](#)	Tate provided an overview of the SCFF, including its three components: base allocation, student equity allocation, and student success allocation. Funding is determined by FTES, financial aid status, and

	student achievements, with incentives for milestones such as associate degrees, transfer-level math and English, and career technical education units. The committee emphasized that metrics should not reduce students to numbers and suggested incorporating measures of student belonging and efficacy. The committee agreed that while the formula guides resource allocation and incentivizes achievement, holistic measures of student well-being should complement existing success metrics. **Action Items:** • PIEC members to continue monitoring SCFF impacts on resource allocation and student outcomes
5. KPI's 101	Malia provided an overview of the college's key performance indicators (KPIs), aligned with Vision 2030 and focused on enrollment, student success, transfer, and economic mobility. Tate discussed connections to the Student-Centered Funding Formula (SCFF) and the need to review current metrics in light of new initiatives. The group explored ways to integrate student equity and engagement data into KPI reporting, with Tate suggesting a three-year averaging approach for engagement surveys. A subgroup will be formed to review existing KPIs and propose updates incorporating the Student Equity Plan, climate surveys, and Vision 2030-aligned metrics. The discussion concluded with a KPI bingo activity emphasizing the interconnectedness of college goals. **Action Items:** • Form KPI Subgroup to review and recommend updates. (Tate, Malia, Rukiya, Brandi, Denise) • Subgroup to incorporate student equity, climate survey, and engagement metrics into KPI planning. • PIEC committee to continue reviewing trend data and targets before the next meeting.
UPDATE	
6. Hiring Updates	Tate reported significant progress in hiring, with five faculty and seven classified positions filled. Malia shared Dr. Luster's decision-making process in prioritizing faculty hires, outlining the rationale for selecting specific positions. The group expressed appreciation for the progress in classified hiring and acknowledged the interim president's leadership in advancing these efforts.
7. ISER Update	Tate highlighted ongoing improvements aligned with the Institutional Self-Evaluation Report (ISER), including ensuring regular and substantive interaction in online courses, mapping student learning outcomes to program and institutional levels, and revitalizing the student services program review process, set to launch with a spring cohort.
8. Accreditation Update	Denise reported that the draft ISER remains on track for submission to the Governing Board next month, with ACCJC review anticipated by mid-December. The committee noted steady progress toward meeting accreditation standards and timelines.

COMMITTEE/CONSTITUENCY REPORTS	
9. Reports on PIEC-related topics from constituency groups and other committees (as needed) • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association:	AS: N/A CS: Classified held their Student Appreciation pop up event. A decline in classified staff participation was noted due to recent directives. Thank you grams for this year include 3 sizes of candy bar, including a 1 pound bar. FS: N/A AA: N/A

FOR FOLLOW-UP AT NEXT MEETING		
Who	**What**	**When**
PIEC members		

Important:
Next Meeting Date: Friday, November 21, 2025

PLANNING & INSTITUTIONAL EFFECTIVENESS COMMITTEE (PIEC)
MEETING NORMS

October 20, 2023

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

In Person Setting

- Everybody's voice is equal, important and valuable.
- 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.
- If there are times when we feel unsafe. Find ways to recalibrate and move forward in a gentle way.

- Raise hand to let folks know you are going to speak. Be respectful of others who may have raised their hand before you.
- When measuring consensus members will use the <u>Thumb up</u>- all the way in; <u>Thumb middle-</u> can live with it; <u>Thumb down</u>- want to keep talking about additional solutions.
- Use a parking lot.
- If a proxy is requested make sure the proxy is briefed prior to the meeting.

<p align="center">**Virtual Setting**</p>

- Conversations in the chat should be discussed.
- At the beginning of the meeting, members may drop an emoji from the Zoom library as a quick check-in at the beginning of the meeting. This would help us calibrate our body language with one another.
- Consensus will be measured in the chat. The co-chair will type the item to be vote on in the chat. Voting members will type in the chat; <u>Yes-</u>agree; <u>No</u>-disagree; <u>Abstain</u>-decline to vote.