GROSSMONT COLLEGE
Planning & Institutional Effectiveness Committee (PIEC)
Friday, November 21, 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	**GUESTS**	
☒ PJ Ball (Recorder)	☒ Lori Jones, Curriculum Specialist	☐
☐	☐	
☐	☐	
☐.	☐	

ROUTINE BUSINESS	
1. Welcome and Introductions	Committee members were welcomed and introductions were made.
2. Additions/Deletions to Agenda	
3. Approve meeting notes: a. 10/17/2025	10/17/2025 meeting notes were approved by consensus
NEW BUSINESS	
4. AUP Timeline Update	Tate presented a revised AUP timeline, proposing to shift the President's resource allocation announcement from September to late May/early June. This adjustment would provide additional time for budget decisions and allow faculty and departments to begin

	purchasing new technology as early as July 1. The committee also discussed restructuring the Planning Forums. Instead of one large annual forum, the proposal recommended two shorter sessions- one in spring (April) and one in fall (September). • The Spring Forum would focus on reviewing and analyzing institutional data. • The Fall Forum would focus on department-level planning and connecting unit goals to collegewide priorities. Members discussed ways to improve the effectiveness and engagement of the annual planning process. Tate suggested aligning both forums with the college's KPIs and incorporating a more detailed review of micro-level data in September. Malia and Susie noted that participation could be strengthened by making the forums more engaging, potentially through incentives such as raffles. The group agreed that stronger planning, intentional facilitation, and broader representation from all constituency groups would support more meaningful dialogue and lead to more effective planning outcomes.
5. KPIs	Malia provided a workgroup update on Grossmont College's current KPIs and their alignment with Vision 2030 and SCFF. Tate reviewed potential changes to existing KPIs, including the possibility of replacing graduation and transfer metrics with unit-based measures. The group discussed adding KPIs related to financial aid and CTE, as well as the potential inclusion of a "sense of belonging" metric. Members also examined the relationship between KPIs, institutional values, anti-racism, and equity work. Tate noted that while there may not be a specific anti-racism KPI, how KPIs are used and followed up on is central to equity efforts. The importance of disaggregated data was emphasized in identifying equity gaps. Joyce and Susie shared how these issues are currently addressed in program review and acknowledged opportunities for improvement. Adrianne highlighted the need to better understand and support men of color, particularly those involved in athletics. The discussion concluded with plans for breakout room feedback on current KPIs and their alignment with college values. During breakout group report-outs, multiple groups reiterated the recommendation to add a sense of belonging KPI, noting that several institutional values, such as diversity, inclusion, civility, and balance are not clearly captured by current KPIs.
6. VAR Narrative	Tate shared information about the Vision-Aligned Reporting (VAR) requirements for student services, highlighting the extensive data collection and reporting process. Committee members were asked to read the draft VAR narrative document shared in the OneDrive folder before the next meeting. The committee discussed the callout for a PIEC member to serve on the Faculty's Feasibility workgroup. Due to time constraints, Tate will send out the information and solicit a volunteer via E-mail. Nominations are due by December 1st.

7. Feasibility Workgroup Faculty Nominations	
UPDATE	
8. Accreditation Update	Tabled until next PIEC meeting
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: N/A FS: N/A AA: N/A

FOR FOLLOW-UP AT NEXT MEETING

Who	What	When
PIEC members		

Important: **No December PIEC Meeting**
Next Meeting Date: **Friday, February 20th, 2026**

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 Thumb up- all the way in; Thumb middle- can live with it; Thumb down- 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.

Virtual Setting

- 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; Yes-agree; No-disagree; Abstain-decline to vote.