

**GROSSMONT COLLEGE**  
**Planning & Institutional Effectiveness Committee (PIEC)**  
**Friday, March 20, 2026**  
**11:00 a.m. – 12:30p.m.**  
**Agenda**  
**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.

<b>CO-CHAIRS</b> (voting)	<b>ASSOCIATED STUDENTS OF GROSSMONT</b> (voting)	<b>EX-OFFICIO</b> (voting)
<input checked="" type="checkbox"/> Tate Hurvitz	<input checked="" type="checkbox"/> Jayson Alvarado	<input checked="" type="checkbox"/> Victoria Christine Rodriguez
<input checked="" type="checkbox"/> Malia Molina	<input checked="" type="checkbox"/> Nicholas Pata	<input type="checkbox"/> Susana Munoz
		<input type="checkbox"/> Karolia Macias
		<input checked="" type="checkbox"/> Karen Hern

<b>ACADEMIC SENATE</b> (voting)	<b>CLASSIFIED SENATE</b> (Voting)	<b>ADMINISTRATORS' ASSOCIATION</b> (Voting)
<input checked="" type="checkbox"/> Rukiya Akua	<input checked="" type="checkbox"/> Dawn Heuft	<input type="checkbox"/> Courtney Willis
<input checked="" type="checkbox"/> Denise Schulmeyer	<input checked="" type="checkbox"/> Brandi Tonne	<input checked="" type="checkbox"/> Niko Crumpton
	<input checked="" type="checkbox"/> Michele Martens	<input type="checkbox"/> TBD

<b>ADVISORY</b> (non-voting)		
<input type="checkbox"/> Joan Ahrens, VP Academic Affairs	<input type="checkbox"/> TBD, District Research Planning	<input type="checkbox"/> Maria Denise Aceves, Curriculum
<input type="checkbox"/> TBD, VP Student Services	<input checked="" type="checkbox"/> Joyce Fries, Academic Program Review	
<input type="checkbox"/> Meya Alomar, VP Administrative Services	<input type="checkbox"/> Kelly Menck, Academic Program Review	
<input checked="" type="checkbox"/> Marcelo Nieto, Research and Planning	<input checked="" type="checkbox"/> Rafael Ayala, Research and Planning	

<b>CPIE</b>	<b>GUESTS</b>	
<input checked="" type="checkbox"/> PJ Ball (Recorder)	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	

<b>ROUTINE BUSINESS</b>	
1. Welcome and Introductions	Welcome and introductions were made. Committee members shared what they love about Fridays.
2. Additions/Deletions to Agenda	N/A
3. Approve meeting notes: a. 11/21/2025 b. 02/20/2026	Meeting notes were sent out through email to the committee members after the meeting and both 11/21 and 02/20 notes were approved via email.
<b>NEW BUSINESS</b>	
4. KPI's	The committee engaged in a thorough discussion on annual KPI planning as part of the broader strategic planning cycle. Moving

	<p>forward, planning will be structured around both spring and fall forums, with the spring forum focused on high-level KPI review and identifying strategic priorities.</p> <p>The group agreed to center planning on 5-year targets, with 1-year (short-term) and 3-year (mid-term) goals developed proportionally from those long-term targets. The C PIE Office will support this process by calculating and filling in the 1-year and 3-year targets based on the finalized 5-year goals. KPI development will align with Vision 2030 and state guidance.</p> <p>The committee reviewed current data trends and discussed proposed 5-year targets across key metrics, including FTES enrollment, dual enrollment (CCAP), course success and retention rates, transfer-level course completion, first-term momentum metrics, persistence, degree and certificate completion, and transfer outcomes. Throughout the conversation, there was a focus on balancing ambitious goals with realistic expectations based on local data and capacity.</p> <p>Overall, the committee reached general agreement on a set of measurable and achievable 5-year KPI targets. <a href="#">The updated KPI's are listed here.</a></p>	
<b>UPDATE</b>		
5. Accreditation Update	The ACCCJC's ISER review team is in the process of reviewing our ISER. Tate clarified to committee members that the role of the review team is to assess if the college meets minimum standards rather than providing improvement suggestions.	
<b>COMMITTEE/CONSTITUENCY REPORTS</b>		
6. Reports on PIEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> <li>• Associated Students:</li> <li>• Classified Senate:</li> <li>• Faculty Senate:</li> <li>• Admin Association:</li> </ul>	AS: N/A CS: N/A FS: N/A AA: N/A	
<b>FOR FOLLOW-UP AT NEXT MEETING</b>		
<b>Who</b>	<b>What</b>	<b>When</b>
PIEC members		

**Important: Next Meeting Date: Friday, April 17th, 2026**

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**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 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.