GROSSMONT COLLEGE
Planning & Institutional Effectiveness Committee (PIEC)
Friday, September 25, 2026
11:00 a.m. – 12:30p.m.
Minutes
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	☒ Noah Green	☐Victoria Christine Rodriguez
☒Malia Molina	☒ Anthony Salsberry	☐ Susana Munoz
		☐ Karolia Macias
		☒ Karen Hern

ACADEMIC SENATE (voting)	**CLASSIFIED SENATE** (Voting)	**ADMINISTRATORS' ASSOCIATION** (Voting)
☒Rukiya Akua	☒Dawn Heuft	☐ Karun Kapur
☒Denise Schulmeyer	☒Brandi Tonne (Proxy Jesse Sadr)	☒ Niko Crumpton
	☒ Laura Friend	

ADVISORY (non-voting)		
☐Joan Ahrens, VP Academic Affairs	☒Christopher Byrd, District RP	☐ Maria Denise Aceves, Curriculum
☒ Stacey Shears, VP Student Services	☒Joyce Fries, Academic Program Review	☒ Carl Fielden, Curriculum
☐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)	☐	☐
☐	☐	
☐	☐	
☐.	☐	

ROUTINE BUSINESS	
1. Welcome and Introductions	Members were welcomed and introduced themselves at the first PIEC meeting of the 26/27 academic year.
2. Additions/Deletions to Agenda	Feasibility Workgroup
3. Approve meeting notes: a. 05/15/2026	05/15/26 meeting minutes were approved by consensus.
NEW BUSINESS	
4. Review Charge/Composition & Committee	The committee reviewed the PIEC charge, composition, and meeting norms for the 2026–27 academic year. Members

Norms	reviewed PIEC's role in supporting continuous quality improvement, data-informed decision-making, and integrated planning across the college. The committee discussed and made edits to the meeting norms to clarify expectations for collegiality, participation, consensus-building, and accessibility.
5. Mission & Vision Review	Tate and Malia introduced the process for reviewing and revising Grossmont College's Mission and Vision statements as part of the development of the 2028–2034 Strategic Plan. Members discussed the purpose and differences between mission and vision statements and reviewed the college's current statements. Initial discussion reflected interest in developing statements that are shorter, more intentional, and clearly communicate the college's purpose and desired future impact. A Mission & Vision Review Workgroup was formed to develop initial draft language for consideration by PIEC. Workgroup members include Tate Hurvitz, Malia Molina, Rafael Ayala, Laura Friend, and Anthony Salsberry. The workgroup will review examples from other institutions and develop draft language that will be brought back to PIEC and shared with constituent groups for feedback
6. Feasibility Workgroup	Denise provided background on the formation of a feasibility workgroup to explore a potential new Welding program. The committee discussed the purpose and anticipated commitment of the workgroup. Anthony Salsberry volunteered to serve as PIEC's representative and provide relevant welding expertise with Malia serving as a resource for institutional and budgetary considerations as needed.
UPDATE	
7. Planning Forum Debrief	The committee debriefed the Fall Planning Forum and discussed participant engagement and feedback from the event. Members noted strong student participation and discussed opportunities to improve future forums, including consistent microphone use to support accessibility and ensure all comments can be heard by both in-person and virtual participants. The CPIE team will continue reviewing information gathered through the forum and use the results to support upcoming planning activities.
8. Accreditation Update	Tate shared an update following the recent accreditation visit. The visiting team recommended reaffirmation of the college's accreditation for seven years with no compliance findings. The team identified one area for continued improvement related to Regular and Substantive Interaction (RSI) between instructors and students in online courses. The college will continue its work to strengthen RSI practices.
COMMITTEE/CONSTITUENCY REPORTS	
9. Reports on PIEC-related topics from constituency groups and other	N/A

committees (as needed) • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association:	

FOR FOLLOW-UP AT NEXT MEETING		
Who	**What**	**When**
PIEC members	**Review Mission & Vision Statements**	**By Oct 16**

Important:
Next Meeting Date: Friday, October 16, 2026

PLANNING & INSTITUTIONAL EFFECTIVENESS COMMITTEE (PIEC) MEETING NORMS

September 25, 2026

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 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 your 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" to acknowledge and set aside tangential conversations for future consideration/discussion.
- 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 voted on in the chat. Voting members will type in the chat; Yes-agree; No-disagree; Abstain-decline to vote.