GROSSMONT COLLEGE
Planning & Institutional Effectiveness Committee (PIEC)
Friday, October 16, 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.

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	☒ 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	The meeting was called to order, and members were welcomed.
2. Additions/Deletions to Agenda	N/A
3. Approve meeting notes: a. 09/25/2026	The September 25 meeting notes were approved by consensus.
NEW BUSINESS	
4. Planning Forum Summary	Tate presented a summary of the feedback collected during the September Planning Forum. The discussion focused on

	institutional priorities related to dual enrollment, adult learners, baccalaureate degree readiness, and improving student completion and success. Key themes included strengthening pathways from high school to college, improving collaboration with high school partners, expanding support for adult learners, and using disaggregated data to better understand and address achievement gaps, particularly for men of color. The committee also discussed limited evening course offerings and campus services, which may create barriers for working adults and other students who require evening access. The committee discussed opportunities to share the Planning Forum findings with College Council and other committees to inform future planning and institutional priorities. Victoria indicated that the findings could also be shared with SSEC.
5. Employee Climate Survey Timeline	Tate provided an update on the upcoming Employee Climate Survey, which is anticipated to launch in mid-April 2027. The survey will follow a process similar to the previous Student Climate Survey and will provide an opportunity to gather employee feedback on the campus environment and workplace experiences. The committee discussed plans to review the survey questions in February 2027 in preparation for the spring administration.
UPDATE	
6. Mission/Vision Statement Review (Breakout groups)	Tate and Malia presented the initial draft of Grossmont College's revised Mission, Vision, and Values statements, developed as part of the Strategic Plan 2028–2034 process. The committee discussed the importance of developing statements that are concise, clear, inclusive, and reflective of the college's purpose and aspirations. Members provided initial feedback on the draft, including whether certain terminology would be easily understood by students and the broader community. The committee then participated in small-group discussions to review the draft statements and identify potential revisions. Feedback included: • Mission: Consider clearer language related to economic mobility, social justice, and the college's current commitments. • Vision: Continue refining the statement to ensure it is concise, forward-looking, and reflective of the college's desired future impact. • Values: Suggested revisions included strengthening language related to equity, integrity, civic engagement, employee inclusion, and continuous improvement. Groups also discussed opportunities to shorten individual value statements, improve clarity, and ensure consistency across the Mission, Vision, and Values. Tate reviewed the proposed timeline and process for gathering campuswide feedback. The draft statements will be shared with

	constituent groups, including Classified Senate, Academic Senate, ASGC, and administrative leadership, along with an opportunity for broader campus feedback through an online form. The workgroup will review the feedback and continue refining the statements before returning to PIEC with an updated draft in December. The process will include additional consultation and review through College Council.
COMMITTEE/CONSTITUENCY REPORTS	
7. Reports on PIEC-related topics from constituency groups and other committees (as needed) • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association:	N/A

FOR FOLLOW-UP AT NEXT MEETING

Who	What	When
PIEC members		

Important:
Next Meeting Date: Friday, November 20, 2026

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 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.