

**San Diego Mesa College  
PIE Committee  
Meeting Notes**

April 23, 2019  
3:30 p.m. – 5:00 p.m., MC 211B

<b>ATTENDEES</b>	Madeleine Hinkes, Co-Chair	Lorenze Legaspi
	Holly Jagielinski, Co-Chair	Leticia Lopez (excused)
	Danene Brown (excused)	Pam Luster (excused)
	Ian Duckles (excused)	Andrew MacNeill
	Ashanti Hands	Anda McComb
	Ed Helscher	Victoria Miller (excused)
	Bridget Herrin	Kim Perigo
	Tracy Tuttle	Scott Plambek
	Leroy Johnson (excused)	Monica Romero
	Terry Kohlenberg	Irena Stojimirovic
	Courtney Lee	Isabel O'Connor
		Parrish Fitch
	Staff Assistant: Sahar King	
Guests: Larry Maxey, Olivia Picolla		

**Agenda Item A: Call to Order: By Madeleine Hinkes at 3:37 p.m. in MC211B.**

<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li>Approval of April 9, 2019 Minutes <ul style="list-style-type: none"> <li>The minutes draft was emailed to PIEC prior to the meeting for review.</li> <li>The minutes were M/S by Andrew MacNeill and Tracy Tuttle and approved.</li> </ul> </li> </ol>
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
<ul style="list-style-type: none"> <li>Post the approved minutes to PIE webpage</li> </ul>	<ul style="list-style-type: none"> <li>Sahar King</li> </ul>	<ul style="list-style-type: none"> <li>Before next meeting</li> </ul>

**Agenda Item B: Continuing Business**

<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li><b>Committee survey</b> <ul style="list-style-type: none"> <li>Committee survey will close on 4/25/19</li> <li>If you serve on other committees, please encourage your peers to complete the governance survey.</li> <li>PIE Committee has a 19% completion rate so far.</li> <li><a href="#">Committee Survey Responses</a></li> </ul> </li> </ol>
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## 2. Vision Goals, SEA Goals

- Vision for Success Local Goal setting been presented at Academic Senate, Success, Equity and Transformation Committee, BSI, and also will be presented at Classified Senate.
- The only changes from last meeting would be for the living wage. The baseline is in fact 41%.
- Chancellor's Office is using the baseline years for which we have more recent data.
- PIE committee feedback for Equity Goals 1-4:
  - Goal 1: Enrollment at same CC
    - ✓ System goals are pulled from VFS document; if no specific goal was identified the number from the larger goal was used
  - Goal 2: Completed both transfer level math & English
    - ✓ Original goal was conservative; following conversations with the BSI team to make them more aspirational
  - Goal 3: Retained from fall to spring
    - ✓
  - Goal 4: Vision goal completion
    - ✓
  - Goal 5: Transferred to a 4-year
    - ✓ Goal setting for both the vision goals and the equity goals has very similar processes: identify which groups are impacted, and then decide goals for all of those sub groups.
    - ✓ The equity team decided that the activity group goals would be equivalent to whatever the number that would be needed in order for that group to totally close the gap.
    - ✓ Equity goals have been established for each DI group indicated.
- Student Equity and Achievement (SEA) Goal
- Goal 4 and 5 use the same percentages from the VFS
- The 18% increase and 15% increase in Goal 4 and 5 are the same as Goal 1 and 2 increases
- Goal 2: Completed both transfer level math & English, the 12% increase and then the math and English was adjusted significantly. Essentially, the goal would be double in those areas
- No data available for Goal 1
- Beta Data Dashboard is available to state
- Submit final goals to SDCCD VC Student Success for presentation to upcoming board meeting
- Please refer to the attachment for more details
- [Vision for Success Local Goal Setting Summary Table](#)

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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> <li>Committee survey closes on the 25th.</li> </ul>	<ul style="list-style-type: none"> <li>Bridget</li> </ul>	<ul style="list-style-type: none"> <li>April 25</li> </ul>

**Agenda Item C: New Business**

<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li><b>Committee Report-Out form</b> <ul style="list-style-type: none"> <li>We discussed having a reporting format for committees so members could bring major points back to their departments.</li> <li><a href="#">Committee Report Format</a></li> </ul> </li> <li><b>Graduate Survey Review</b> <ul style="list-style-type: none"> <li>We will send the graduate survey to all students who petition to graduate</li> <li>In an effort to reduce the number of surveys students receive, the graduate survey will include content from institutional learning outcomes.               <ul style="list-style-type: none"> <li>It will also include the content of those surveys that we already sent out (commencement feedback, transfer and career plans, Mesa journeys, future plans)</li> <li>section 5 would be the ILO assessment and those questions have been drafted by the ILO task force</li> <li>we would also generate some new questions</li> </ul> </li> <li>Overview: major changes, how many semesters have you been with us? How many units did you take?</li> <li>Can we send this survey every semester as end of semester survey, because then we might have the opportunity to meet students' needs before they leave.</li> <li>We're going to try and utilize our incentives as much as we can, opportunity drawing for \$100 gift card for students.</li> <li><b>Graduate survey link:</b></li> <li><a href="https://docs.google.com/document/d/1GrCcfmRVJoQbIIAFEzXO-TF_YA6n3wqRqyJ32bBrlRg/edit#">https://docs.google.com/document/d/1GrCcfmRVJoQbIIAFEzXO-TF_YA6n3wqRqyJ32bBrlRg/edit#</a></li> </ul> </li> </ol>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

**Agenda Item D: Master Planning Task Force (Hinkes & Legaspi)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>No Report</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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• None		• N/A
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**Agenda Item E: Research/Shared Metrics (Herrin)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>No Report</li> </ul>
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
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**Agenda Item F: Mesa Pathways (O'Connor)**

<b>DISCUSSION</b>	•
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
• None	• N/A	• N/A

**Agenda Item G: Accreditation (Brown)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>No Report</li> </ul>
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
• None	• N/A	• N/A

**Agenda Item H: SEA/CUE - Student Equity Plan (Larry Maxey)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>Mesa College Equity Plan 2019-2022: Developing an outline of the process and schedule for evaluating the progress made toward meeting Mesa College goals.</li> <li>Innovative request funding form: Programs that have requested equity funding must complete an Innovative Funding request form where they outline the equity goals and how those goals will be evaluated</li> <li>In spring, the committee reports on activities that are making some progress with data.</li> <li>We're developing questions to simplify the Program Review process and to also perhaps include some equity questions, or at least a question that will help the entire campus to move forward on equity.</li> <li>Through our campus wide governance committees, the SET committee will ensure coordination across all categorical programs and campus-based programs.</li> <li>The goals of the SET committee include to develop a shared vision for the college's</li> </ul>
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student success and equity efforts, to advise in the development and implementation of student success Support Program, Student Equity Plan and development of HSI/Title V Plans.

- The use of student success and equity data to do research and inform cost and college practices and provide a venue for dialogue to integrate Student Success Equity campus wide, support the College's professional development mission with regard to students success.
- Progress from 2014 EQ Plan: In terms of the disproportionate impact of groups that we targeted with the 2014 required metrics, success rate basic skills, basic skills progression math, basic skills progression English , completion rate, degree attainment and transfer rate.
- Basic skills progression in math completion rates, we see our disproportionately impacted groups, our goals, along with some of the successes and progress that we have made for Fall 2016 to Spring 2017. For African –American students, the completion rate jumped from 20% to 85% for those in the co-requisite course.
- The goals for the 2019 equity plan require that we develop goals for overall student populations. The first metric is enrolled at the same community college
- We currently do not have the data with this particular metric, which is why there is no baseline data that is provided. We won't be reporting on that until we get the data.
- Retained from fall to spring at the same college, the baseline at our institution is 13555, and the goal that we have set is 15249.
- Out of the discussion that we had at President's Cabinet, we determined some specific goals for each of these areas.
- Rationale for the development of these particular goals. The SET committee decided to follow three basic ideas or concepts.
  - The first was to be aspirational, we really wanted to try to set lofty goals for those groups that have been traditionally marginalized
  - But we also determined that where the data was not clear we needed to take a conservative approach. For example, the data that we have on homeless students is insufficient.
  - Inquiry: There have been some introduced targeted groups that the state chancellor's office is asking us to support such as some other race. This targeted group is not clear to us.
    - We can't develop programs and strategies to support those students, until we know who those students are.
- The first metric that we're looking at is transferred to a four-year institution. We set the goal at the baseline, which shows the state that we're not continuing to develop activities for them.
- We set goals for these low number cohorts
- Activities that have been implemented at Mesa College in past few years have been intentionally designed to adjust achievement gaps found in our local data as part of our inquiry process associated with the previous Equity Plan. In that plan, we established short-term and long-term goals
- We want to go beyond what the state says is full equity.
- Please refer to the PowerPoint for more detail
- [Power Point](#)
- [Executive Summary 2019](#)
- [EQ plan Nova](#)

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• N/A	• N/A	• N/A

**Agenda Item I: Program Review (Hinkes)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>No report</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item J: Committee on Outcomes & Assessment (COA) (Clark)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>No report</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item K: Budget Allocation and Recommendation Committee (Legaspi)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>Preliminary budget: The topics that the committee will discuss for next year include student centered funding formula, Proposition 98, the campus allocation model, other budget items that will affect District</li> <li>Recommendation: Representation from Academic Senate for BARC committees, so information can easily pass from the campus level to the District's Budget Committee.</li> <li>BARC Committee will first present to PIE Committee, and final results go to President's Cabinet.</li> <li>There will be an update to the rubric by tying in equity and excellence to the questions asked.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item L: Faculty Hiring Priorities Committee (MacNeill)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• 45 requests were ranked and the list goes to President's Cabinet on May 7, 2019.</li> <li>• We have started the discussion about changes and evaluation of our process, and results will be presented at PIE committee</li> <li>• Need to have training on how to extract that information from REQUEST.it portal.</li> <li>• Scoring in portal worked well</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item M: Classified Hiring Priorities Committee (Picolla/McAnally)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• 2018-2019 Membership <ul style="list-style-type: none"> <li>○ Student Services: Claudia Estrada (Supervisor), Vanndaro Chhum, Olivia Picolla (Co-Chair)</li> <li>○ Administrative Services: Ellen Engels, Marco Chavez,</li> <li>○ Instructional Services: Jeannette Leon, Ikuko McAnally (Co-Chair)</li> <li>○ Administration: Lorenze Legaspi, Monica Romero</li> </ul> </li> <li>• 2019-2020 Membership: Student Service 3 Vacancies, Administrative Service 1 Vacancy, Instructional Services 1 Vacancy.</li> <li>• The CHP request form was added under the new REQUEST.it system in the 18-19 academic year.</li> <li>• We review and update any changes to the request form</li> <li>• Increased the character limit in Q1 from 5,000 to 10,000 and Q2 from 1,500 to 3,000.</li> <li>• With the added equity criteria, the score will now go from 20 to 25.</li> <li>• Highest and lowest scores are removed, final scores are averaged</li> <li>• Positions are scored individually at first and then combined their Final Average.</li> <li>• CHP committee should not be used as a venue for position reclassification.</li> <li>• Final scores had 33 requests, and there were 2 shared positions.</li> <li>• The final scores are referred to the President for consideration and final decision.</li> <li>• Please refer to the PowerPoint for more detail</li> <li>• <a href="#">Power Point</a></li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item N: Announcements**

<b>DISCUSSION</b>	<ul style="list-style-type: none"><li>• Next meeting, May 14, 2019, MC211B</li></ul>
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Submitted by: Sahar King, Senior Secretary

Approved on:

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