

Mt. San Antonio College		
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Director, Research & Institutional Effectiveness (Co-Chair)	Patty Quinones	X	Academic Senate President or Designee	Roger Willis	
Associate Dean, Natural Sciences (Co-Chair)	Jimmy Tamayo	X	Director of Human Resources or Designee	Ryan Wilson	
Faculty Outcomes Coordinator (Co-Chair)	Kelly Coreas	X	Faculty – Student Services (appointed by AS)	Vacant	
Faculty Noncredit (appointed by AS)	Landry Chaplot	X	Faculty Credit (appointed by AS)	Vacant	
Associate Vice President, Instruction	Meghan Chen	X	Student Services (appointed by VPSS)	Vacant	
Classified (appointed by CSEA 262)	Yvette Garcia		Classified (appointed by CSEA 651)	Vacant	
Faculty Accreditation Coordinator	Barbara Mezaki	X	Student (appointed by Associated Students)	Vacant	
Information Technology (appointed by VP Admin Services)	Kate Morales	X	Guest – Assistant Dean, Accreditation and Planning	Lianne Greenlee	
PIE Liaison	Krupa Patel	X	Guest – Senior Research Analyst	Cathy Stute	X
Budget Committee Liaison	Rosa Royce	X	Guest – Senior Facilities Planner	Megan Moscol	X
Instructional Services (appointed by VP Instruction)	Sylvia Ruano	X	Recorder	Wendi Alcazar	X

AGENDA			
	Topic	Time	Discussion/Outcome
1.	Welcome and Introductions	1:30	
2.	Review of the Agenda	1:40	<ul style="list-style-type: none"> • Reviewed.
3.	Approval of the September 13th Minutes	1:45	<ul style="list-style-type: none"> • Motion to approve the minutes, B. Mezaki 1st, S. Ruano 2nd. Motion approved.
4.	PIE Update (Krupa & Patty)	1:50	<ul style="list-style-type: none"> • Nuventive is down as we update the platform. We are making more changes that will make it more user-friendly. • The VP PIEs deadline will be affected. • October 2nd is the target date to have the system open to users. • There is going to be a mini-PIE workgroup that will be looking at the process including the template, and making sure it is aligned with the new standards. <ul style="list-style-type: none"> ○ We will update the template to include data. ○ It is due each year, is this meaningful or are we just going through the motions? ○ The mini-PIE workgroup will meet for their first meeting soon. ○ PIE may take too long for some program requests. ○ What should be included in PIE? Perhaps there is a separate process that we can create to capture this other information.

- We're excited to start working on this and make changes that are beneficial for all.
- Those in the workgroup are Pauline Swartz, Annel Medina Tagarao, Krupa Patel, Jennifer Hinostroza, Cathy Hayward, John Vitullo, and Megan Moscol as needed.
- We need to go back and ask for more representation from some groups. Perhaps a student representative and more faculty.
- Rosa Royce volunteered for the mini-PIE workgroup.
- Some committees are included in Nuventive to submit a PIE, but there is no data in the system.
 - Is it appropriate for committees to create a PIE? There was some discussion previously and it was decided that we should not.
 - It's challenging enough without including the committees. We have a lot of work to do in updating our current process.
- There should be clarity that the Associated Students (AS) should not be asked to pay for our institutional needs.
 - We should review the AS process for requesting funding and see if we can get some ideas to improve our own process.
 - We need to figure out our own processes to make sure that everyone is aware that requesting funds from the students should be a last resort.
- People conflate PIE with asking for resources. PIE is supposed to be a program review.
 - Meaningful program review has been lost; it's turned into resource requests.
 - They can be linked but that is not the only reason for program review.
- We need to implement more PIE training to start moving the needle on the campus understanding of program review.
 - It gets watered down when you do it every year.
 - PIE should be a way to hold programs responsible for completing and meeting their goals.
 - PIE is about program improvement.
 - Time to think about the actions that they're going to take to get the outcome they want.

			<ul style="list-style-type: none"> • Every year is probably more often than is needed. • We need to ask the right questions, even those who attend the training, may forget the training once they start their PIE. • This will include the MoO, which is now the Institutional & Effectiveness Plan (I&EP). • All these need to be aligned: Curriculum, PIE, Outcomes, and Effectiveness.
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5.	New Accreditation Standards & College Plans – Crosswalk	2:05	<ul style="list-style-type: none"> • How do we want to move forward with this work? • A workgroup would be the most beneficial. • We have an Associate Dean of Accreditation, perhaps we should wait until she has returned. <ul style="list-style-type: none"> ○ We will wait until the Associate Dean is available to assist in the workgroup.
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6.	EPAC Update	2:20	<ul style="list-style-type: none"> • We could present the intersectionality of the new standards and the college plans. • EPAC may be in November. • PAC created a small workgroup to revise AP's and BP's. • We expanded EPAC, to include PIE, DEISA+, and IEC Chairs. • We could also include Vision 2030. • This could be informative in the EFMP. • We had EPAC in Spring 2023: • They took the strategic plan and then identified which actions were completed, which were being worked on, and who was, or should work on them. • The information gathered from this exercise is being input onto a spreadsheet for review.
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Priority 1: Advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive changes in society			
Goal 1: Increase employee diversity across all units, to reflect the student population.			
Action	2023-24	2024-25	
1.1 - Include additional DEISA questions in interview protocols.	Human Resources Need to add accessibility to goal Academic Senate equity and Faculty hiring Academic Senate		
1.2 - Revise application screening criteria	Human Resources Human Resources training, academic senate training so student officers can provide input. -Revise College Equity & Diversity -All job descriptions include equity		⊕
1.3 - Update Aps related to hiring to include DEISA principles	Human Resources, CEDD		
1.4 - Revise EEO training by infusing DEISA principles.	Human Resources		
1.5 - Providing additional training beyond EEO training to raise awareness of DEISA	Human Resources, POD, Faculty Assoc. DEISA Council ACUE, ITEL		
1.6 - Create a Grow Your Own program to support employee career growth	Collaborate - with Academic Senate, Classified Senate, Unions, Work Experience Collaborate - with CSEA 262 & 651 and Faculty Association Define what "Grow Your Own" means	Use Math tutoring as a pipeline for bringing a diverse population of applicants back to Mt. SAC employment	
1.7 - Increase targeted recruitment efforts to include Hispanic Serving Institutions (HSI), Historically Black Colleges and Universities (HBCU), conference like National Conference on	Human Resources		

			<ul style="list-style-type: none"> • Does anyone have thoughts about what to do with this information? • Some of these are ongoing or potentially ongoing. • The list should be sorted more: what are our priorities, who is working on it, and what is the outcome? • The prioritization should be sent to PAC. • Can we ask PAC to include this in their agenda? • Should we make recommendations and then send them to PAC for final approval and implementation? • The entire campus should have access to this document. There may be people on campus already doing this work. • It should be sent to Student Services as well, for review and input.
7.	Budget Committee Update (Rosa)	2:35	<ul style="list-style-type: none"> • We had a very robust budget committee meeting discussing the 2023-2024 FY. We talked for one and a half hours about the goals. Items discussed: <ul style="list-style-type: none"> ○ DEISA+: How do we link resource allocation and DEISA? What does this mean? ○ Perhaps a prioritization rubric regarding DEISA. Do we need to ask DEISA-focused questions in the PIE template? ○ How do the constituency groups understand the budget and why it is relevant to them? ○ Why do we need more certificates? • As changes happen, we will update the Budget development guide which was completed last year. We have included PIE in the guide. • One of our goals is to keep a close relationship with both IEC and PIE. • Additionally, understanding the new standards.
<p>Fall 2023 Meetings: October 11th, October 25th, November 8th, November 22nd, December 13th.</p>			