SHARED GOVERNANCE SELF-EVALUATION REPORT:

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Institutional Effectiveness, Research, Planning & Grants

PREPARED BY

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Introduction

Shared governance is a structure and inclusive process, through which various campus constituents participate and collaborate in the development of policies and in decision-making that impact Cerritos College. In accordance with Title 5 of the Education Code and approved Board of Trustees policies, the goal is for this process to encourage the campus community to work together to address college issues and develop innovative recommendations which are then forwarded to the college president and governing board.

An important step in pursuing this goal is to ask committee members for their own self-reflective observation regarding how well their committee's processes, interactions, and outcomes during the academic year reflect this goal. An additional purpose for collecting this information is to improve the functioning of committees for continuous improvement of institutional effectiveness.

The findings for this report are the overall Shared Governance Self-Evaluation results. Findings for respondents who self-identified as serving on the Access to Completion and Equity, Arts in Public Spaces, Coordinating, Department Chairs, Digital Learning, Diversity and Equal Employment Opportunity Advisory Committee, Employee Development, Enrollment Management, Facilities Planning, Faculty Hiring Prioritization, Faculty Professional Development, Hiring Standards, Information Technology Standards, Instructional Program Review, Outstanding Classified Employee Selection, Planning and Budget, Sabbatical Leave, Safety, Student Learning Outcomes, and Student Life Committees are provided in this report.

Methodology

The Office of Institutional Effectiveness, Research, Planning, and Grants (IERPG) developed the survey utilizing Qualtrics. The survey was administered from the President's Office, with an email going to each Committee Chair instructing them to share the survey with the committee (notifications and reminders varied on the committee). If a person served on more than one committee, that person was asked to complete a survey for each committee they served on. On average, it took 5 minutes to complete the survey and was open from April 19, 2022, through the end of the term, June 30, 2022. New survey questions were developed for this year's survey.

Findings

There are 15 Institutional Committees and 9 Faculty Senate Committees. Table 1, the Institutional Committees, and Table 2, the Faculty Senate Committees, list the Shared Governance Committees[1], along with their member composition, number of members who participated in the self-evaluation, and the committee response rate. Two of the Senate committees were not active this year, Academic Excellence and Professional Relations.

Response rates fared well across the various committees with the majority of Institutional Committees

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[1] https://www.cerritos.edu/president/shared-governance/committees.htm

having most of their membership participate. Only a quarter of the Institutional Committees did not count with a response rate of more than half of the participating members. Response rates for Faculty Senate Committees did not fare as well. Apart from the Senate Committee on Hiring Standards, all active Senate Faculty Committees had a response rate of less than half of the participating members.

Table 1. Institutional Committees (2021 – 2022)

Committee	Committee Composition	Participant Count	Response Rate
College Committee on Access to Completion and Equity (ACE)	30	18	60%
College Committee on Accreditation	10	NA	NA
College Committee on Arts in Public Spaces (CAPS)	11	7	64%
College Coordinating Committee	15	14	93%
College Committee on Employee Development	12	6	50%
College Committee on Enrollment Management	20	11	55%
College Diversity and Equal Employment Opportunity Advisory Committee (DEEOAC)	12	5	42%
College Committee on Facilities Planning	12	9	75%
College Committee on Faculty Hiring Prioritization	29	10	34%
College Committee on Information Technology Standards	14	8	57%
College Committee on Outstanding Classified Employee Selection	15	7	47%
College Committee on Planning and Budget	21	17	81%
College Committee on Student Life	17	15	88%
College Committee on Web Standards	17	0	0%
District Committee on Safety	16	11	69%

Table 2. Faculty Senate Committees (2021 – 2022)

Committee	Committee Composition	Participant Count	Response Rate
Senate Committee on Academic Excellence	16	NA	NA
Senate Committee on Curriculum	20	0	0%
Senate Committee on Department Chairs	11	1	9%
Senate Committee on Digital Learning	15	1	7%
Senate Committee on Faculty Professional Development	15	5	33%
Senate Committee on Hiring Standards	18	12	67%
Senate Committee on Instructional Program Review	19	9	47%
Senate Committee on Sabbatical Leave	11	3	27%
Senate Committee on Student Learning Outcomes	22	3	14%

Committee composition include various campus constituent groups including classified staff, confidential staff, faculty, contract management, management, and students. Figure 1 summarizes the position of the responding members. Most respondents indicated they were faculty members followed by management.
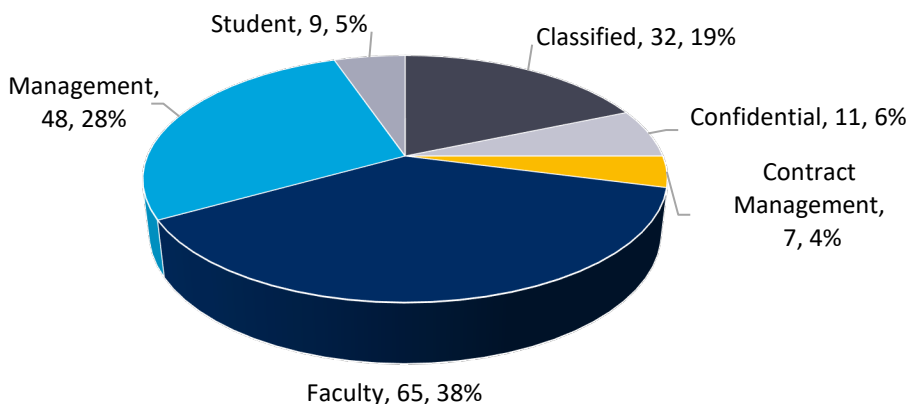
Figure 1. Respondent Position on Campus

Figure 2 and Table 3 show that most respondents believed that the processes, interaction, and outcomes of the committee were "almost always" or "often" collaborative (94%) and transparent (93%). Respondents were equally as likely to indicate that processes, interaction, and outcomes of the committee were "almost always" or "often" evidence-based (84%), efficient (86%) and effective (85%).

Figure 2. Characteristic Reflected in the Committees Processes, Interactions, and Outcomes
*Reporting almost always and often*
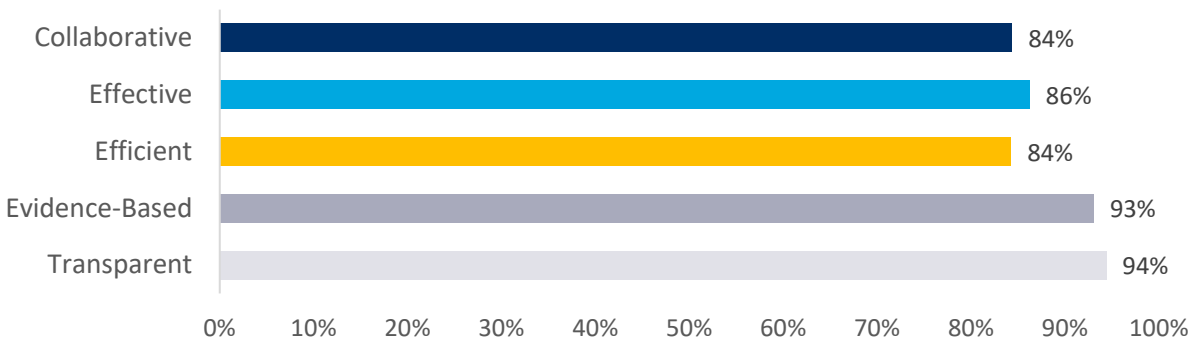
Table 3. Characteristic Reflected in the Committees Processes, Interactions, and Outcomes

Statement	Almost Always		Often		Sometimes		Seldom		Almost Never		Total
	#	%	#	%	#	%	#	%	#	%	
Collaborative	123	76%	29	18%	6	4%	3	2%	0	0%	161
Transparent	112	70%	36	23%	11	7%	0	0%	0	0%	159
Evidence-Based	97	61%	37	23%	22	14%	2	1%	1	1%	159
Effective	91	57%	47	29%	17	11%	5	3%	0	0%	160
Efficient	94	59%	41	26%	16	10%	8	5%	1	1%	160

Committee members were asked to rate their perception on the committee's communication practices. Respondents were asked how comfortable they felt contributing ideas, if they felt their ideas were treated with respect, and if they felt they had opportunities to provide input. Most respondents "agreed" or "strongly agreed" with all three statements asked with the majority falling within the "strongly agree" category (see Figure 3 and Table 4). Five respondents indicated they "disagreed" with feeling comfortable contributing ideas. Respondents also indicated "disagreeing" (n=4) or "strongly disagreeing" (n=1) with feeling their ideas were treated with respect.

**Figure 3. Committee Communication Practices**
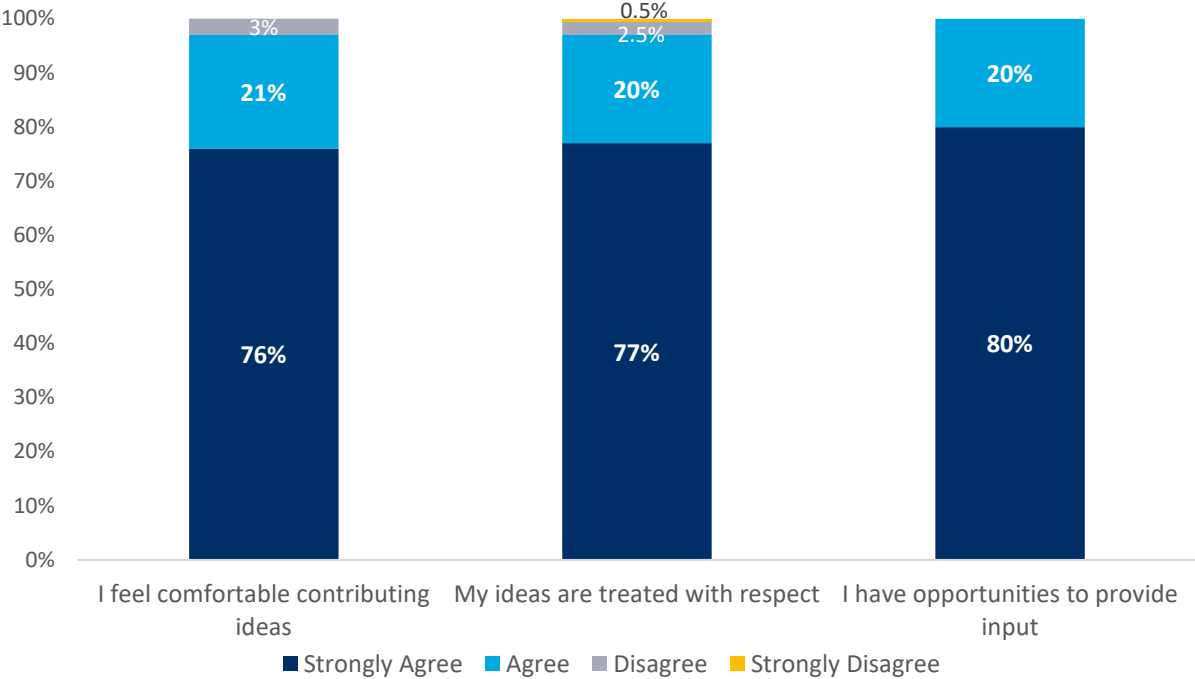
Table 4. Committee Communication Practice

Statement	Strongly Agree		Agree		Disagree		Strongly Disagree		Total
	#	%	#	%	#	%	#	%	
I feel comfortable contributing ideas	122	76%	33	21%	5	3%	0	0%	160
My ideas are treated with respect	122	77%	32	20%	4	2.5%	1	.5%	159
I have opportunities to provide input	127	80%	32	20%	0	0%	0	0%	159

Committee Members were asked if they accomplished their set goals for the year. As illustrated in Figure 4, four-fifths of the responding committee members indicated having met the committee goals for the year. Less than 10% indicated not having met the committee goals while a little more than a tenth indicated "other." Those indicating other were given the opportunity to expand on their response. Table 5 lists the responses by committee.

Figure 4. Committee Goals Accomplished

Other, 20, 13%
No, 12, 8%
Yes, 125, 79%
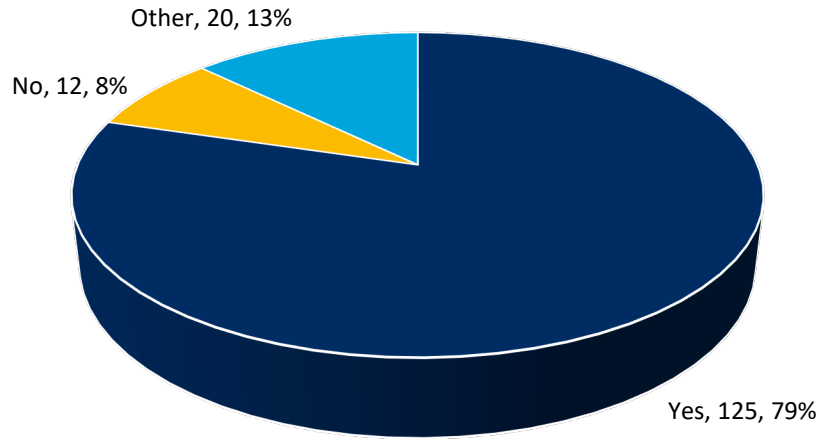
Table 5. Committee Goals Accomplished - Other

Access to Completion and Equity (ACE)
Since the committee was new this year, the goal was to establish the workgroups. I believe the committee met that goal given that the workgroups were formed, they now have membership, and are currently finalizing their goals for 22-23.
It was not especially clear, even at our last meeting, what our goals for this year were.
I am unclear as to what the goals are so it is hard to assess
Diversity and Equal Employment Opportunity Advisory Committee (DEEOAC)
Partly
Not all of them.
Enrollment Management
I'm not exactly sure what the goals were
Facilities Planning
The committee needs to set goals for 2022-2023
Joined the committee a little late this school year but it appears to be effective in accomplishing overarching goals.
Instructional Program Review
Not yet
Outstanding Classified Employee Selection
N/A I am new to the committee
I AM NOT FULLY SURE; I HAVE BEEN A MEMBER ONLY SINCE JAN. 2022
Student Life
Started on the goals, and some are goals are on-going.
one out of three
Most were accomplished

Respondents were asked to evaluate the committee's governance, operations, member relations, communication with constituencies, resources, and conduct. Overall, committee members responded positively to all statements with a majority of respondents selecting "good" or "very good" (see Table 6). All but one area, *information from committee to constituency groups*, received at least three-quarters of responses in this rating range. *Adherence to established expectations* and *clarity of charge* had a fifth of respondents rate the area "fair." The area of *information from committee to constituency groups* had the highest ratings in the lower end of the rating spectrum. A little over a fifth rated the area as "fair" and a tenth rated the area "poor" or "very poor." This area was identified as an area for improvement.

Table 6. Committee Member Response to Overall Committee Work

Statement	Very Good		Good		Fair		Poor		Very Poor		Total
	#	%	#	%	#	%	#	%	#	%	
Clarity of Charge	90	57%	54	34%	11	7%	0	0%	2	1%	157
Communication within committee	103	65%	47	30%	8	5%	0	0%	0	0%	158
Information from committee to constituency groups	76	48%	56	35%	19	12%	6	4%	1	1%	158
Information from constituency groups to committee	76	48%	46	29%	32	20%	3	2%	1	1%	158
Communication from committee to campus	76	48%	43	27%	31	20%	7	4%	1	1%	158
Access to data	77	48%	61	38%	19	12%	2	1%	0	0%	159
Access to meeting space	120	77%	33	21%	2	1%	1	1%	0	0%	156
Access to other resources (i.e., best practices, materials, etc.)	81	51%	50	32%	21	13%	5	3%	1	1%	158
Training/mentoring committee members	57	37%	48	31%	35	23%	11	7%	3	2%	154
Establishment of expectations for the committee	85	53%	50	31%	21	13%	2	1%	1	1%	159
Adherence to established expectations	93	59%	50	32%	13	8%	0	0%	2	1%	158

Committee members were given the opportunity to share what they considered to be the committee's most significant accomplishment for the year, the improvements most needed, and any additional comments they wanted to share. Tables 7 through 9 are complete lists of the comments provided by the committee members.

Responses to the most significant accomplishments ranged given the range of committees. Most were highly associated with organizational accomplishments to event specific successes. Areas for improvement ranged from communication processes, clearer purpose, consistency, efficiency, to access to detailed data across various topics. The additional comments were positive and provided various acknowledgement to individuals within the committees.

Table 7. Significant Accomplishments during 2021-2022 year by Committee

Access to Completion and Equity (ACE)
We have a plan
We came up with prioritized recommendations.
The spreadsheets we produced
The five workgroups were established in terms of titles, membership, rosters, charges, and the goals are close to being finalized for each workgroup.
Identifying current practices and activities, gaps, opportunities and recommendations from each of the work groups through the audit form.
Honestly, this seems to have been a year spent setting the committee up to potentially accomplish things in the future.
Forward movement in identifying committee members Creating work groups Create goals for next year's committee
Development of Workgroups to inventory current practices and provide recommendations around each of the 5 key areas.
Completing the workgroup evaluations of existing campus practices and establishing recommendations for the future.
completing the inventory
Completely the audits for all 5 workgroups
Audit for 1. ONBOARDING - Help students get off to the right start 2. ENROLLMENT - Help students make appropriate enrollment decisions 3. RETENTION - Help students stay on the path 4. COMPLETION/TRANSFER - Help students achieve their career or transfer goals 5. STUDENT LEARNING - Ensure that students are learning with intentional outcomes
ACE was able to complete its goal of conducting the audits and providing recommendations

Arts in Public Spaces (CAPS)
Public murals Documentary on mural Sculpture and protective railing Site visits K-12 Art Event
Placement of public murals across campus, ideas of retrofitting previous artworks such as labels. installation of sculpture, railing added. Upcoming congresswoman Linda Sanchez's event
Installation of Amir Fallah Mural and Documentary Video Installation Bridget Beck Sculpture and Appropriate Railing Site Visits at Chapman University and California Air Resources Board Congresswoman Linda Sanchez's Art Event

Arts Competition for Congresswoman Sanchez; completion and promotion of new mural project.

Achieving our goals and providing amazing, contemporary work for our campus to experience with our artist collection and preparing for the coming year with new projects.

a. Discussion of 2022-2023 Goals
1. New Large Commission (Need to Identify Location, RFQ/RFP Process)
2. Expand Small Art Collection
3. Maintenance of Existing Works, including New Signage
4. Prepare for Fall 2023 Gronk Exhibition/Commission

Coordinating
Reviewing and updating BP and APs.
Reviewed policies
Committee was able to review and update board policies. That is a lot of work and appreciate everyone's input.
Committee members intentionally shared and disseminated information and updates with their respective constituent groups. (Goal D: Improving Internal and External Communication) Committee reviewed and approved new Board Policy 2905 and Administrative Procedure 2905. (Goal F: Enhancing Organizational Effectiveness) Committee reviewed Chapters 1 and 2 Board Policies and Administrative Procedures then approved recommended revisions to these policies and procedures as presented. (Goal F: Enhancing Organizational Effectiveness) Committee reviewed and approved recommended revisions to board policies and administrative procedures as indicated below. (Goal F: Enhancing Organizational Effectiveness) Committee reviewed and approved revised Board Polices and Administrative Procedures Continuous Review Cycle Document (Goal F: Enhancing Organizational Effectiveness)
As the campus begins to return, the committee worked collaboratively through some difficult topics this year. Agendas are available on Board Docs and content is transparent.

Department Chairs
Resolving scheduling procedures per the contract.

Digital Learning
Updated the college's DE Standards Definitions.

Diversity and Equal Employment Opportunity Advisory Committee (DEEOAC)
Three proposals were funded and the Diversity Awards were distributed and the ceremony was organized.
Supporting diversity events on campus.
Provided funding to DEI initiatives, successful Diversity Awards ceremony

Hosting the film screening hosted by Undocu Task force
EEO Plan and Diversity Events.

Enrollment Management
Work with the mini-PRT group. Campus enrollment forum.
Utilized data dashboards and reviewed momentum points. Met with the PRT team to discuss institutional needs and current practices to help develop a student-centered scheduling SOP. Developed an Innovation and Effectiveness Plan to lay out the steps to follow to create the student-centered scheduling SOP. Created an agenda and led a campuswide forum to discuss and develop strategies to keep existing students and recruit new students. Reviewed feedback and suggestions from the campuswide forum and discussed which suggestions/strategies are in progress, ongoing, or not started. Established task forces to focus on specific items related to enrollment management.
The Enrollment Decline Forum, December 2021; Mini-PRT; Steps with wholistic approach to address student decline in enrollment.
The ability to use data to inform ways to support student completion goals.
Hosting the enrollment management forum.
Developing taskforces to work on various issues related to enrollment management.

Facilities Planning
The committee was well updated on the campus construction projects and also very well informed on the campus solar project.
Supporting break free from plastic and solar project
Keeping everyone update on construction and other projects on campus.
Information sharing about important topics
I believe the PAC building, the solar project, and going through the new administration/student services project.
Execution of the campus solar power project. Completion of Performing Arts Center.
Campus Solar Project

Faculty Hiring Prioritization
Working on greater transparency for faculty hires. Improving the process for rehires.
Successfully conducting the latest cycle of faculty hiring prioritization
Scoring faculty requests
Ranked faculty hiring positions in a timely manner
Providing recommendations to EC on hiring. Providing informed decision making on FHP

Provided a list of faculty members per the equation to senate for approval and EC for review and approval.
Further refinement of the submission process/forms.
Complete the hiring plan

Faculty Professional Development
Through the committee's collaboration with other entities at the college (for example, the Distance Education Program and the Employee Development Committee), it was able to offer more than 200 professional development opportunities to our faculty, which translated to more than 300 hours of potential flex credit.
Meeting the goals set last year.
Helping so many faculty expand their online teaching abilities.
Breadth of professional development opportunities for faculty and collaborative initiatives toward leveraging all constituency resources in order to offer extensive, quality, and timely PD opportunities to all employees.

Hiring Standards
We reviewed equivalencies for three disciplines and approved local standards for Women's and Gender Studies.
Voted on multiple equivalencies Voted on local standards Trained on HR-related ethical and legal regulations
The committee reviewed and voted on all equivalency requests in a timely manner. The process we have in place is very efficient.
Reviewing Equivalencies for positions.
Reviewing a number of requests regarding applicants
Processing equivalency requests.
Increased efficiency and organization of the committee's activities and outcomes. The committee chair has done an amazing job!
HSC training to understand and achieve the Chancellor's Equivalency process.
Efficiently determining equivalencies.
Communication effectiveness

Information Technology Standards
Wireless upgrades and the PAC network.
Wi-Fi expansion on campus,
Establishing computer, laptop and printer standards. Keeping the committee informed on the progress of Wi-Fi.
Creating standards campus wide.
Continuing to address needed upgrades in technology throughout the campus.

Instructional Program Review
We are using program review as a template for the unit plan. We excellent access to data
The transition of using eLumen to give feedback on program reviews.
The committee has scheduled 9 programs for review during the 2021-2022 academic year; and 11 programs for 2022-2023 academic year). (EMP: Goal D) The committee will provide guidance and consultation to programs undergoing review. (EMP: Goal D) The committee will provide feedback and offer recommendations to programs undergoing review. (EMP: Goal F) The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month). (EMP: Goal C, D) The committee will schedule programs for review during the 2023-2024 academic year; and Conduct orientation for these programs. (EMP: Goal C, F) The committee will update website to show the revised IPR Handbook; Appendices; calendar/list of programs up for review in 2021-2022 and 2022-2023 cycles; and guide to eLumen. (EMP: Goal F) The Director of IERP will provide training for committee members on how to use the revised IPR Handbook and eLumen to review reports submitted by programs undergoing review. (EMP: Goal C)
Reviewed all 9 programs scheduled
Overhauling the IPR process by converting to eLumen
Meeting the schedule for program review.
I became a member late in the year, substituting, but even in my short time with IPR, work with the departments going through program review was very productive.
Completed Program Reviews for the following departments: Business Communications Office Tech Reading Culinary Arts Machine Tool Tech. Medical Assisting (TBR) Computer Information Science Physics/Astronomy Dental Assisting Modern Languages Dental Hygiene
All departments presented and had their reports completed on time

Outstanding Classified Employee Selection
Recognizing our community
N/A
Meeting remotely with so many variables.
Meeting our goals.
Efficient and effective meetings.
Being able to have an Outstanding Classified Celebration this year!

-- MEETING QUORUM ON REGULAR SCHEDULED MEETINGS AND EVERY MEMBER HAVING A VOICE; ESPECIALLY NEW MEMBERS WHO HAVE QUESTIONS.

-- EFFICIENTLY/CONFIDENTAL HANDLE VOTING RESULTS WITH NO KNOWN ISSUES.

Planning and Budget
We will be able to complete the Budget Process and being able to be ready throughout the summer since students are coming in and get new practices along the way,
The committee followed the budget timeline and the committee was well informed regarding budget, and HEERF dollars.
Staying on task and working through things as a group.
review and updates to the resource allocation planning process handbook.
Preparing the budget, and strategic planning for 2017-2023
Just completing the usual annual tasks.
Improving the planning review cycle.
Continue to be proactive in sharing and disseminating information and updates with their respective constituent groups and by ensuring committee website is up-to-date, planning calendar/timelines are discussed and posted online, and budget updates are routinely provided. Implementing a new annual unit planning software.

Sabbatical Leave
We worked with 8 applicants and all those who choose to continue the process of taking the sabbatical were approved by the Board. The protocols in place during COVID did not deter the committee from being able to communicate with the applicants and with each other. A Canvas site and Zoom meetings worked very well in meeting our goals in a timely manner.
The SLC completed the 2022-2023 sabbatical application process and the 2020-2021 sabbatical report process.

Safety
New signage and handling the safety on campus
I believe that looking at the campus overall and seeing what safety changes could be made
Guardian app. Chief has gotten this up and running and it's very good.
Guardian
Evaluate the RTC and campus safety/hazards. Update the campus emergency protocols and emergency notification program and functions.
Completed a campus walk-through to identify hazards for return-to-campus. Successfully identified multiple areas for potential hazards such as slip, trip, and fall injuries. Worked with maintenance department to get them prioritized and addressed. Implemented a new emergency response guide in a quick one-page format. The guide uses images to help individuals quickly identify circumstances.
Assigning members to walk areas of the campus and reporting back to the committee.

Student Learning Outcomes
Planned an in-person commencement while adhering to safety protocols
Reviewed AP5530, focusing on updating the general grievance section

Student Life
Working towards revising AP & BP's and accommodation of details per graduation ceremony changes per pandemic.
We amended the student grievance policy and planned for commencement. We also discussed the opening/closing of certain on campus food providers, as well addressed goals for the next year's committee.
The revision of the AB something document, that was changing certain things pertaining to grievances. And work done on the commencement ceremony
Student Grievance Policy Revisions: AP 5520 & 5530 2022 Commencement changes, moving it back to in person. Planning the logistics of event.
Revisions to AP5530 were drafted.
Planning two in-person Commencement Ceremonies when it wasn't initially certain if there would be an in-person option or not.
In Person graduation ceremony.
Creating a safe and welcoming hybrid environment for students as we return to opening campus.
Being able to do in person commencement
Adding the student commencement speaker

Table 8. Areas for Improvement by Committee

Access to Completion and Equity (ACE)
At large rep from senate need to be part of one of the teams
The expectations from the workgroups was changed at the last meeting. We were told throughout this year that the workgroups were NOT responsible for the work, that the workgroups were auditing and making recommendations. On our last meeting, it was brought up that they could/ should and that re-configuring them next year to do the actual work would be an ineffective use of time. There have been 2 times where we were told one thing, and then that was changed. I felt that this was a very hierarchical experience where I was told what to do, and even when I did that, the "rules" changed.
Assign the tasks to specific managers and hold them responsible for their completion
I would suggest a practice of identifying a more narrow focus for the committee each fiscal year as theme each workgroup can implement as they work towards their respective goals. I think this could provide the committee with the ability to remain fluid as student success initiatives shift and change, particularly when the Chancellor's Office provides Districts with specific initiatives.
Clearer road map for the charge and how long people would participate in the work groups.
While I appreciate the effort to include many voices for the college's constituencies, the large membership of the committee -- and the even larger membership of its work groups -- likely decreased efficiency at times.

I would like to see more data presented to the larger committee and discussions and presentations on best practices that pertain to the 5 key areas, particularly as we attempt to prioritize the goals of the committee. We need data to determine where the biggest needs are, which should be driving how we prioritize our goals.

There was good attendance at the meetings. During the workgroup meetings, there was good participation. The broader ACE meeting could use more participation in discussion from members.

The committee should offer a clear orientation for new members in the fall.
The committee should report out to key groups on campus such as Coordinating, Senate, etc.

It is a very big committee and it feels like we are not getting much accomplished. I wonder if we can implement a more succinct and effective meeting style.

Working on prioritizing recommendations from the workgroups.

RE: improvements, some members were tasked on every group. Make group selections a little more reasonable

Arts in Public Spaces (CAPS)
Maybe training or onboarding new members to the committee.
The addition of a discussion board, to keep track of ongoing events would be beneficial.
The committee is picking up stream from its time off. Looking forward to a productive next year. No significant changes are needed in the membership, quorum, etc.
Committee needs more time/support to complete projects. Maybe summer stipend?
New signage Updated methods of viewing

Coordinating
Disseminating info to constituency groups post meetings.
We should do a mid-year check in of our goals and if we are on track to meet what we set out to do.
I do not recommend any improvements.
Meetings are recorded but I'm not sure where they would be located for the public to see.

Diversity and Equal Employment Opportunity Advisory Committee (DEEOAC)
Leadership is needed to help define our charge and to make training available to committee members, so they can effectively meet the goals of the committee. One of the greatest charges of the committee is to guide the revision of hiring processes on campus. Under the current leadership, no progress was made in this area.
Revisit and update the purpose of the committee.
Revision to the purpose of the committee to include work to enhance DEI opportunities on campus. As written, current charge is only EEO activities.   Include reference to Diversity DEI statement and actions, and strategies to accomplish.
The committee needs a clear charge and attainable goals

Employee Development
None, it's perfect and I feel comfortable being part of the committee.

I would suggest that this committee have three co-chairs: one representing managers, one representing faculty, and one representing classified/confidential staff. That leadership structure would more fully empower all three of these major employee groups at the college.

meeting more often, collecting data from constituents to see what kind of professional developments are needed.

This committee has very dedicated and involved members and I can't think of any improvements needed

Set expectations as to what the committee should accomplish each year.
Have a budget allocated for the committee to spend rather than needing to go to HR Managers to determine if there are funds.
Create expectations of committee members and ways to hold them accountable. It is the same few people who do all of the work, they need to do more than just sit on the committee but participate in the facilitation

Enrollment Management

Because we only meet a few times each semester, progress is slow and some of the meeting time is used reviewing what happened the month before. It may be better to hold two one-hour meetings per month.

We need to receive updates about the progress of committee recommendations made to non-committee campus groups. For example, what steps has IT taken to update and consolidate the list and presentation of majors on CCCApply?

Sharing information campus wide.

re-write, update the enrollment management, define the charge of the committee.

listening to ideas and not shutting down those ideas

Facilities Planning

Establishing goals

The committee does a good job in sharing information.

Not too sure as I am not very familiar with committee processes in general.

Faculty Hiring Prioritization

We work to improve process and communication for engagement with committee work. The areas of procedure work well in this committee. All voices are heard and consent is always reached. The co-chairs do a great job with presenting topics that improve on process and everyone voices their concerns and questions without interruption.

Tightening up the submitted faculty requests. Some were late and we had to start and stop our individual review process.

Need to reword questions to eliminate redundancy.
Find a way for departments to feel heard when they are desperate for a position (there were emails sent to all faculty about the need of a position in a particular department but then there was no message back explaining the process, this could have been an opportunity to explain the campus the process as it seems that departments are still unclear)

There are some improvements that appear to need to take place. The process is driven by a mathematical equation and has little to no human process in it. In my opinion, data and math should serve as guidance to the committee but the final decision should have some human process in it. Can the process can long term serve the well rounded and diverse divisional needs of the campus?

The committee itself is doing great work in responding to its charge and providing members and constituents an opportunity to contribute to the discussion. The charge of the committee should include continued refinement of the Faculty Hiring Prioritization formula and mechanism for measuring relative need, upon approval of EC and Faculty Senate. Further discussion is also needed regarding the timeline of the entire hiring process from the point positions are requested in unit plans through the time of recruitment.

Streamline the process to get the hiring recommendations out earlier.

Faculty Professional Development
More hired staff to provide help with faculty professional development needs.
I think we are a solid committee. With Chad leaving on sabbatical we will need a new chair for next year.

Hiring Standards
We still need to overhaul the equivalency process, in conjunction with HR, to be more applicant-friendly and accessible.
No significant improvements needed
This group communicated clearly and very transparent in decision process.
election of chair

Information Technology Standards
The committee needs to make a stronger voice for increased IT budget. Technological progress can only be made with investments from the college. We cannot do more with less.
None. The committee has been operating efficiently.
The only improvement is letting members of the committee know it's not complaint time for it services.

Instructional Program Review
A chair and more release time for the chair and committee members. This committee is one of the engines that inform our practice. A student leader needs to participate and be compensated. We should add a community organization rep too. Meetings should remain on zoom. I think the chair should also have a senate seat. Maybe even involve parents so they understand the system.
Election of Chair. Sunday will be stepping down and no one is interested to serve as chair.
Election of chair and new membership training

Connecting the IPR process to other aspects of assessment and planning (some improvement already noted)   Closing the loop, which will be improved with the new IPR process via eLumen
Consistency of presentations. Some of very long, while others are short. The ones that run long leave little room for questions.

Outstanding Classified Employee Selection
1. Name change to signify that confidentials are also eligible   2. A written document regarding expectations of voting discussions (can committee members talk about the nominees before a vote occurs)
Really can't think of anything to improve upon.
No improvements needed
As we return to campus life, encouraging nominations to the committee. It has been a little difficult with nominations and people working remotely but that should improve now.
UPDATING INTERNAL SELECTION PROCEDURE WHEN NEW QUESTION/SITUATION ARISES.

Planning and Budget
Membership: Maybe having Alternate just in case in someone who is able to vote isn't present, they will be able to step in and take over the person's absence and vote.
We can always improve on communication and goals.
understanding that, as members, we all have a role sharing out the information to our constituent groups.   We have room to improve our communication processes.
Training or orientation of new members
I would like to see more information brought to the committee particularly a more detailed look at the full budget. We only receive the broad categories. In the past, we received a more detailed budget.   I'd also like us to take a broader look at how the campus is doing - enrollment across divisions - areas of strength and weakness. We rarely have those kinds of discussions.
Improving the comprehensive planning cycle and process for the institution to ensure planning and resource allocations are linked.

Safety
I believe it is set up well and would not make any changes
I think just a little bit more clarification of goals and expected dates of said goals (which I know Chief has been working on). Otherwise, many safety issues are dealt with as they arise and are handled VERY quickly.
can think of none
More areas where we can take action as a committee.

We need to meet in person to be more effective.
Chair spends too long talking and not enough time allowing others the time to talk. It drags the meetings on.

Student Life
The only thing I would suggest is having more students on the committee, maybe offering 3 or 4 positions to those who are interested, though I understand if that would create a bias or if volunteering is low.
More details about our role and authority within and outside of the committee, so that we can do as much as we can or at least have awareness of what's possible.
None - this is a very good committee.
We need to focus on what the students need to return to on campus activities and classes.
none that I can identify.
I think is great the way it is now

Table 9. Additional Comments by Committee

Access to Completion and Equity (ACE)
The group was a very good exercise to map the District's efforts to collaborate to solve some of these very challenging topics. The group's work to find alignment and prioritize efforts to make the College planning effort better. Bravo to all!
It has been a positive experience serving the college through this committee.
I think we will need to spend some time at the beginning of Fall identifying what data is needed up front to drive our goals. Then at the end of the year we will need data to measure whether or not our efforts are helping us achieve those goals. Our first meeting(s) in Fall should include identifying specific data needs (pre-implementation and post-implementation) and the party/department responsible for carrying out the goal. We will also need input from Amber regarding IERP's ability to provide requested data and Patrick regarding any IT needs connected to any of the goals, because IT will also need to prioritize their support activities accordingly. We will need to know which other activities might be impacted by any additional work required of IT for the ACE committee's goals. Because we are looking at effecting large scale change, as a group we must be cognizant of potential unintended consequences that may result from our decisions. Once the responsible parties have been identified, they should be asked to do a needs assessment to identify what is needed in order to carry out the goal. Once needs and associated costs are determined, then the committee should identify a method for allocating the funds accordingly.
I really like this committee. I think this is the committee that could consolidate all the committees to maximize effort. This is the most important committee
Great group to work with!
As suggested earlier, streamlining the membership of this committee and its working groups may increase its efficiency.
Please be consistent with messaging.

Arts in Public Spaces (CAPS)

This is a great example of how to improve our current programs.

The positive environment encapsulated everyone within the committee, offering an opportunity to express ideas and actions. That would benefit students as well as faculty. For that, I genuinely appreciate being part of the team.

The Committee and its accomplishments have been an outstanding benefit to Cerritos College and all the members are a pleasure to work with.

Proud of what this committee has accomplished and looking forward to more exciting things to come.

Coordinating

Disseminating info to constituency groups post meetings.

We should do a mid-year check in of our goals and if we are on track to meet what we set out to do.

I do not recommend any improvements.

Meetings are recorded but I'm not sure where they would be located for the public to see.

Employee Development

The committee should think about continuing to incorporate data into programming decisions and consider tracks for different constituencies in terms of pro devo opportunities.

Enrollment Management

I appreciate the ease of communication within the group and that's a credit to all the members, but especially our leader, Rick, for creating a safe and inclusive space to dialogue.

Other kinds of communication dynamics (or the transparency of those dynamics) need to be improved: from the committee to outside groups.

Facilities Planning

This group is a reliable source of information for construction and related projects both proposed and in progress.

The Facilities Planning committee is a well run committee that provides timely campus construction updates.

I appreciate the positive and efficient culture of the facilities planning committee.

Faculty Professional Development

Very valuable committee that creates a win-win-win-win: students, faculty, employees, community.

This is a wonderful committee with great leadership and support, thanks to Chad Greene and Monique Valencia. I am happy to serve on the Faculty Professional Development Committee.

Hiring Standards

Nick Matthews deserves recognition for his work as committee chair.

I appreciate the transparency this committee provides to the hiring process. The Chair is phenomenal about emailing updates and heading up the committee.
Good committee
Excellent committee and leadership

Instructional Program Review
The committee strongly recommends that the District gives serious consideration to hiring new full-time faculty to replace retired faculty.
Thanks
Sunday has been an amazing Chair and would love to have him work with someone as a co-chair. But understand he has other goals and projects.

Outstanding Classified Employee Selection
I love this committee. We have a good group of people on this committee and it is very efficient. I enjoy being on this committee very much.
I HAVE ENJOYED SERVING ON THIS COMMITTEE SO FAR. I LOOK FORWARD TO LEARNING MORE AND BEING ABLE TO GET TO KNOW THE EMPLOYEES BEING NOMINATED AND NOMINATING EMPLOYEES THAT I WORK WITH THIS COMING 2022-23 SCHOOL YEAR.

Planning and Budget
It would be nice to have opportunities for mentorship and training. Also for members to get more involved with the things we discussed and the some of the decisions.
I would enjoy having this committee have broader discussions about how things are going at the college and where we are headed. It has been a very task oriented committee where Felipe mostly reports on what he's done.

Sabbatical Leave
Our chair, Julie Davis does an amazing job in organizing the work of the committee, communicating with the members, applicants and all constituent groups.

Safety
I think our campus spends too much time, energy, and money on theoretical goals which seems to slow the process of actually getting things done. Quit making goals and just allow individuals to perform their job duties/functions.
Chief Mueller is wonderful and I really enjoy being on this committee!

Student Life
Love the calm commitment Elizabeth Miller has, she does a lot and it's crazy, she must love the school to do all that she does, so I really respect that. And all other group member are cool, very open to listening what's being shared. Just overall a great experience with these adults, being a student and all, I felt like more of an adult, even though I'm 22. I feel like whenever I need to do something like this in my career again I'll be more prepared and comfortable. Thank guys and gals!! Best wishes moving forward!!

Finally, Committee members were asked to identify and map the committee's goals for the 2022-2023 academic year to the Educational Master Plan goals. Table 10 is a complete list of the comments provided by the committee members.

Table 10. Committee Goals for the 2022 -2023 Academic Year by Committee

Educational Master Plan Goals	Access to Completion and Equity Committee (ACE) 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Highlight clear educational and career pathways for ALL students and provide the programs, guidance and support they need to achieve their educational goals in a timely manner.
	Program maps
	Audit the student process/experience in year one to identify bottlenecks, duplication, challenges, opportunities for improvement, need for upskilling, need for new software/infrastructure, current practice vs. ideal practice, and industry best practices. Document the processes within the audit to link them to the college mission and EMP goals.

	Recommends and monitors strategies and activities designed to reduce achievement gaps in student success Sets goals and recommends resource allocations based on the development, implementation, and assessment of the following institutional initiatives: Student Equity and Achievement Program (Student Equity, Basic Skills, & 3SP Programs) Guided Pathways Reviews the college's academic achievement data and makes appropriate recommendations Recommends and facilitates training to ensure equity-minded practices and programming to achieve institutional goals Monitors trends and practices on issues within the committee's scope and communicates them to the college
	One of our workgroups and goals is increasing completion
	Recommendations from the completion workgroup.
Goal B: Ensuring program alignment by strengthening partnerships	Ensure all educational programs are aligned with industry trends and labor market needs. Strengthen partnerships with high schools, universities and strategic business and industry to build a complete pathway to completion.
	Monitors trends and practices on issues within the committee's scope and communicates them to the college
	Add a community rep
	Restructure workgroups for the following year respective to the identified actionable items.
	this is a cross campus and interdisciplinary group
Goal C: Promoting leadership and staff development	Develop an organizational culture for all employees that supports professional growth, intra- and inter departmental collaboration, institutional memory, and leadership continuity.
	Sets goals and recommends resource allocations based on the development, implementation, and assessment of the following institutional initiatives: Student Equity and Achievement Program (Student Equity, Basic Skills, & 3SP Programs) Guided Pathways
	Reward participants
Goal D: Improving internal and external communication	Raise awareness about who we are and convey that message effectively, both internally and externally. Improve information transfer between all our on-campus constituent groups as well as with our external community.

	Monitors trends and practices on issues within the committee's scope and communicates them to the college
	Report to senate BOT and students invite public affairs
	This committee has forced dialogues between groups to ensure that we are all progressing and not duplicating efforts.
Goal E: Upgrading educational infrastructure	Continue with the modernization of campus buildings and information technology to ensure all facilities and IT systems on campus meet industry standards.
	Sets goals and recommends resource allocations based on the development, implementation, and assessment of the following institutional initiatives: Student Equity and Achievement Program (Student Equity, Basic Skills, & 3SP Programs) Guided Pathways Reviews the college's academic achievement data and makes appropriate recommendations
	Hire ft faculty
Goal F: Enhancing organizational effectiveness	Enhance organizational effectiveness by streamlining and simplifying College systems and processes. Diversify revenue sources to maximize discretionary funding opportunities.
	Give faculty time to participate
	Establish percentages for all assigned charges/goals and provide recommendations for 5-7 prioritized actionable items.
	Definitely!

Educational Master Plan Goals	Arts in Public Spaces (CAPS) 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	a.On going discussion of incorporating new artists and culture
	New large mural on campus, new signage, more events held on campus
Goal B: Ensuring program alignment by strengthening partnerships	New Large Commission (Need to Identify Location, RFQ/RFP Process) Expand Small Art Collection Prepare for Fall 2023 Gronk Exhibition/Commission
	a. Discussion of 2022-2023 Goals 1. New Large Commission (Need to Identify Location, RFQ/RFP Process) 2. Expand Small Art Collection 3. Maintenance of Existing Works, including New Signage 4. Prepare for Fall 2023 Gronk Exhibition/Commission

	Bringing in outside groups and artists to participate in our programs
	following through with public art for next year/ commissions
Goal C: Promoting leadership and staff development	Having students and facilities play a role on the committee.
	involving students and staff on our committee
Goal D: Improving internal and external communication	Maintenance of Existing Works, including New Signage
	a. Discussion of 2022-2023 Goals 1. New Large Commission (Need to Identify Location, RFQ/RFP Process) 2. Expand Small Art Collection 3. Maintenance of Existing Works, including New Signage 4. Prepare for Fall 2023 Gronk Exhibition/Commission
	Having guests speakers from art programs and state organizations participate.
	involving campus wide information to see the public arts on campus
Goal E: Upgrading educational infrastructure	Addition of labels to pre-existing artworks, to provide more context for students.
	New Large Commission (Need to Identify Location, RFQ/RFP Process) Expand Small Art Collection Prepare for Fall 2023 Gronk Exhibition/Commission Maintenance of Existing Works, including New Signage
	1. New Large Commission (Need to Identify Location, RFQ/RFP Process) 2. Expand Small Art Collection 3. Maintenance of Existing Works, including New Signage 4. Prepare for Fall 2023 Gronk Exhibition/Commission
	a. Discussion of 2022-2023 Goals 1. New Large Commission (Need to Identify Location, RFQ/RFP Process) 2. Expand Small Art Collection 3. Maintenance of Existing Works, including New Signage 4. Prepare for Fall 2023 Gronk Exhibition/Commission
	Bringing new artists with cultural ties to the school and community to host and display their art.
Goal F: Enhancing organizational effectiveness	Enhance organizational effectiveness by streamlining and simplifying College systems and processes. Diversify revenue sources to maximize discretionary funding opportunities.
	Give faculty time to participate
	Establish percentages for all assigned charges/goals and provide recommendations for 5-7 prioritized actionable items.
	Incorporating everyone's input and valuing suggestions.
	Definitely!

Educational Master Plan Goals	Coordinating 2022 - 2023 Committee Goals
Goal D: Improving internal and external communication	Committee members intentionally shared and disseminated information and updates with their respective constituent groups. (Goal D: Improving Internal and External Communication)
	Committee members will continue to be proactive in sharing and disseminating information and updates with their respective constituent groups.
Goal F: Enhancing organizational effectiveness	Committee reviewed and approved new Board Policy 2905 and Administrative Procedure 2905. (Goal F: Enhancing Organizational Effectiveness) Committee reviewed Chapters 1 and 2 Board Policies and Administrative Procedures then approved recommended revisions to these policies and procedures as presented. (Goal F: Enhancing Organizational Effectiveness) 4. Committee reviewed and approved recommended revisions to board policies and administrative procedures as indicated below. (Goal F: Enhancing Organizational Effectiveness) 5. Committee reviewed and approved revised Board Polices and Administrative Procedures Continuous Review Cycle Document (Goal F: Enhancing Organizational Effectiveness)
	In accordance with the Board Policies and Administrative Procedures Review Cycle, the committee will review Chapter 3 during the 2022-23 academic year as well as recommend revisions to board policies and administrative procedures as presented.

Educational Master Plan Goals	Department Chairs 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	All department chairs have the opportunity to speak.
Goal B: Ensuring program alignment by strengthening partnerships	Communication with the VP, Guided Pathway coordinators, Title IX coordinators, CCFF Union Leaders
Goal C: Promoting leadership and staff development	All department chairs are equal.
Goal D: Improving internal and external communication	Meetings have included the VP of Academic Affairs and the CCFF Union President and VP
Goal E: Upgrading educational infrastructure	Department chairs discuss what is best for our students

Goal F: Enhancing organizational effectiveness	It's important that the Administration honors our Union Contract.

Educational Master Plan Goals	Employee Development 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	We provide pro devo opportunities to educate employees and better support the students
Goal B: Ensuring program alignment by strengthening partnerships	We collaborate with partners both in and out of the District in order to bring in pro devo opportunities for our employees
Goal C: Promoting leadership and staff development	Plan, organize, and execute two substantial professional development events/series -- one in fall semester and one in spring semester Expand awareness among employees of available professional development opportunities and resources
	Plan, organize, and execute two substantial professional development events/series -- one in fall semester and one in spring semester. Expand awareness among employees of available professional development opportunities.
	Staff development is at the heart of what we do.
Goal F: Enhancing organizational effectiveness	We have started to use data to determine the sessions that our constituents are interested in in order to cater to their needs and wants.

Educational Master Plan Goals	Enrollment Management 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Develop strategies to reduce the number of students who have 100+ units Use an equity lens to address the issues of current enrollment
	EM Committee can help shape a plan to increase completion

	The Enrollment Management Plan should be revisited and updated with short-term and long-term goals. The revised goals will focus on increasing enrollment and retention based on current trends identified in the data. Collaborate with the ACE Enrollment Workgroup to improve communication to the campus about ongoing efforts to increase enrollment while exploring other efforts as well. Take a deep dive into why students are leaving and explore what patterns and trends are available so we can take immediate action. Also explore what is being done well to maintain retention to build on those successes.
Goal B: Ensuring program alignment by strengthening partnerships	Update and consolidate the list and presentation of majors
	EM Committee can engage in conversations to better understand how our programs support partnerships with industry and other educational institutions. What can the college provide (or improve upon) that it is not currently providing to support businesses partners, K-12 institutions, and universities in the area?
Goal C: Promoting leadership and staff development	Develop Enrollment Management Plan
Goal F: Enhancing organizational effectiveness	Refine data needed to address the Enrollment Management Plan more efficiently

Educational Master Plan Goals	Facilities Planning 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Increase student involvement in the committee.
	This panel is informative in nature and aids in the assessment of projects
Goal B: Ensuring program alignment by strengthening partnerships	Apply student's educational goals to facilities-related projects.
	Strengthens alliances with various public and departmental groups
Goal C: Promoting leadership and staff development	The committee welcomes the input of faculty and students. This openness to feedback could be shared with the campus.
Goal D: Improving internal and external communication	Communicate status or accomplishments on facility projects.
	Do more outreach to our campus and local community about sharing our institutions work.
	Members could collaborate on "talking points" to share with other constituents.
	Strengthens alliances with various public and departmental groups
	Review and make recommendations regarding Campus Master Plans

Goal E: Upgrading educational infrastructure	Incorporate further environmental sustainability practices into campus practices
	The committee should continue to move ahead with achieving the goals of the campus master plan.
Goal F: Enhancing organizational effectiveness	Review and recommend college's Scheduled Maintenance Plan Update Campus Standards Handbook
	Strengthens alliances with various public and departmental groups

Educational Master Plan Goals	Faculty Hiring Prioritization 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	increases in faculty need across campus assist with ensuring graduation/transfer specifically for bottleneck courses.
	Timely prioritization of faculty hires for the college's recruitment and hiring timelines.
Goal C: Promoting leadership and staff development	Allows for members of committee to learn about process and opportunities for leadership on the committee and for their division/departments
Goal D: Improving internal and external communication	Improved communication with department chair earlier in the process to meet HR recruitment and hiring timelines.

Educational Master Plan Goals	Faculty Professional Development 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	1. Facilitate the creation of professional development events that encourage the strengthening of an equity mindset as well as foster a culture of respect that reflects the college's commitment to diversity and inclusion (EMP Goals A1 and A8).
	Facilitate the creation of professional development events that encourage the strengthening of an equity mindset as well as foster a culture of respect that reflects the college's commitment to diversity and inclusion
	Facilitate the creation of professional development events that encourage the strengthening of an equity mindset as well as foster a culture of respect that reflects the college's commitment to diversity and inclusion (EMP Goals A1 and A8)
	Facilitate the creation of professional development events that encourage the strengthening of an equity mindset as well as foster a culture of respect that reflects the college's commitment to diversity and inclusion (EMP Goals A1 and A8).

	Facilitate the creation of professional development events that encourage the strengthening of an equity mindset as well as foster a culture of respect that reflects the college's commitment to diversity and inclusion (EMP Goals A1 and A8).
Goal C: Promoting leadership and staff development	1. Encourage the adoption of policies and procedures that will facilitate faculty professional development (EMP Goal C1). 2. Expand awareness among faculty of available professional development opportunities (EMP Goal C3). 3. Facilitate the creation of professional development opportunities meant to help our faculty – and, by extension, our students – meet the overall educational goals of Cerritos College (EMP Goal C4).
	Encourage the adoption of policies and procedures that will facilitate faculty professional development Expand awareness among faculty of available professional development opportunities Facilitate the creation of professional development opportunities meant to help our faculty – and, by extension, our students – meet the overall educational goals of Cerritos College
	Encourage the adoption of policies and procedures that will facilitate faculty professional development (EMP Goal C1). 2. Expand awareness among faculty of available professional development opportunities (EMP Goal C3). 3. Facilitate the creation of professional development opportunities meant to help our faculty – and, by extension, our students – meet the overall educational goals of Cerritos College (EMP Goal C4).
	1. Encourage the adoption of policies and procedures that will facilitate faculty professional development (EMP Goal C1). 2. Expand awareness among faculty of available professional development opportunities (EMP Goal C3). 3. Facilitate the creation of professional development opportunities meant to help our faculty – and, by extension, our students – meet the overall educational goals of Cerritos College (EMP Goal C4). 4. Advocate for the College to hire the position of Instructional Technology Designer to assist faculty with best practices for designing online courses, including technical standards for accessibility (EMP Goal E3).

	1. Encourage the adoption of policies and procedures that will facilitate faculty professional development (EMP Goal C1).
	2. Expand awareness among faculty of available professional development opportunities (EMP Goal C3).
	3. Facilitate the creation of professional development opportunities meant to help our faculty – and, by extension, our students – meet the overall educational goals of Cerritos College (EMP Goal C4).
Goal E: Upgrading educational infrastructure	1. Advocate for the College to hire the position of Instructional Technology Designer to assist faculty with best practices for designing online courses, including technical standards for accessibility (EMP Goal E3).
	Advocate for the College to hire the position of Instructional Technology Designer to assist faculty with best practices for designing online courses, including technical standards for accessibility
	Advocate for the College to hire the position of Instructional Technology Designer to assist faculty with best practices for designing online courses, including technical standards for accessibility (EMP Goal E3).
	Advocate for the College to hire the position of Instructional Technology Designer to assist faculty with best practices for designing online courses, including technical standards for accessibility (EMP Goal E3)

Educational Master Plan Goals	Hiring Standards 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process.
Goal B: Ensuring program alignment by strengthening partnerships	HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.
Goal C: Promoting leadership and staff development	HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
Goal D: Improving internal and external communication	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.
	Ongoing effort

	HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.
	HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.
Goal E: Upgrading educational infrastructure	HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
Goal F: Enhancing organizational effectiveness	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications. HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications. HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	exceptional effectiveness
	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.

	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications. HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications. HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process.

Educational Master Plan Goals	Information Technology Standards 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Recommends policies and procedures governing the implementation and use of college technology
Goal B: Ensuring program alignment by strengthening partnerships	Recommends standards for hardware and peripherals that are compatible with our software standards
Goal C: Promoting leadership and staff development	Reviews and updates software standards
Goal D: Improving internal and external communication	1.Work with IERP to conduct Campus Technology Survey 2. Implement Phase 1 of IT Master Plan
	Make recommendations to departments/divisions for computer equipment and peripherals
Goal E: Upgrading educational infrastructure	4. Work with DE Coordinators and Distance Learning Committee to develop HyFelx standard
	Assist the college in developing and/or maintaining the Technology Master Plan

| Goal F: Enhancing organizational effectiveness | 2. Implement Phase 1 of IT Master Plan
3. Keeping campus standards current |
| | Monitors trends and practices on issues within the committee's scope and communicates them to the college |

Educational Master Plan Goals	Instructional Program Review 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	1-4
	Review the programs by pathway. Implement and assess a strengths based approach to education. Consider subcommittees to work on the review process a year before they have to submit their review. Involve students and the community in the process. Consider the college's sustainability master plan.
Goal B: Ensuring program alignment by strengthening partnerships	1-4
	Partner with the United Nations and address sustainable development goals. Increase online engagement with international organizations and foreign universities.
Goal C: Promoting leadership and staff development	1. The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month). 2. The committee will schedule programs for review during the 2023-2024 academic year; and Conduct orientation for these programs. 3. The Director of IERP will provide training for committee members on how to use the revised IPR Handbook and eLumen to review reports submitted by programs undergoing review.
	1. The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month) 2. The Director of IERP will provide training for committee members on how to use the revised IPR Handbook and eLumen to review reports submitted by programs undergoing review.
	The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month). The committee will schedule programs for review during the 2023-2024 academic year; and Conduct orientation for these programs. The Director of IERP will provide training for committee members on how to use the revised IPR Handbook and eLumen to review reports submitted by programs undergoing review.
	4 and 7

	The meetings could involve ongoing trainings. I think every pathway needs a data coach to assist the program review process. Interact more with CTX. I think students can be data coaches. Pay them with financial aid.
Goal D: Improving internal and external communication	1. The committee has scheduled 11 programs for review during 2022-2023 and 8 programs for 2023-2024 academic year. 2. The committee will provide guidance and consultation to programs undergoing review. 3. The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month).
	1. The committee has scheduled 11 programs for review during the 2022-2023 academic year; and 8 programs for 2023-2024 academic year) 2. The committee will provide guidance and consultation to programs undergoing review
	The committee has scheduled 9 programs for review during the 2021-2022 academic year; and 11 programs for 2022-2023 academic year) The committee will provide guidance and consultation to programs undergoing review. The committee will hold regular meetings during the academic year (1st and 3rd Tuesday of each month).
	3 and 4
	Make the homepage more artistic. Maybe similar to guided pathways. Add music like Sunday used to add at the start of the meeting. Maybe add some mindfulness. Grant each program a certificate of achievement once done.
Goal E: Upgrading educational infrastructure	1-7
	Add sustainability pedagogy to all programs. Invest in hiring full time faculty representative of the student pops who are barely on the data charts. Black Africana Studies, Chicano studies, Asian American studies, Native American studies.
Goal F: Enhancing organizational effectiveness	1.The committee will update website to show the calendar/list of programs up for review in 2023-2024 and 2024-2025 cycles; and guide to eLumen. 2. The committee will provide feedback and offer recommendations to programs undergoing review. 3. The committee will schedule programs for review during the 2024-2025 academic year; and Conduct orientation for these programs.

	1. The committee will provide feedback and offer recommendations to programs undergoing review. 2. The committee will schedule programs for review during the 2024-2025 academic year; and Conduct orientation for these programs 3. The committee will update website to show the revised IPR Handbook; Discontinued Appendices; calendar/list of programs up for review in 2022-2023 and 2023-2024 cycles; and guide to eLumen.
	The committee will provide feedback and offer recommendations to programs undergoing review. The committee will schedule programs for review during the 2023-2024 academic year; and Conduct orientation for these programs. The committee will update website to show the revised IPR Handbook; Appendices; calendar/list of programs up for review in 2021-2022 and 2022-2023 cycles; and guide to eLumen.
	1-7
	Consolidate processes to save time and energy. Faculty need time for renewal and reflection. Reward faculty to participate in action research. Why don't we offer sabbatical more often? Life starts from the bottom up.

Educational Master Plan Goals	Outstanding Classified Employee Selection 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
	Ensuring staff are reinforced for completed/excellent work.
	We recognize the work of classified/confidential employees who support our community and students
Goal B: Ensuring program alignment by strengthening partnerships	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
	This committee is a multi-division/department meeting that strengthen staff relationships on campus.
	We have representation from all constituency groups on the committee and build partnerships across areas and disciplines.
Goal C: Promoting leadership and staff development	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
	Classified staff voices are elevated alongside management to ensure leadership and staff development is on-going.
	The excellent work and leadership of our employees are recognized by peers and celebrated.

Goal D: Improving internal and external communication	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
Goal E: Upgrading educational infrastructure	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
	This committee reinforces the effective collaborative relationship of it's members.
Goal F: Enhancing organizational effectiveness	Ensuring winners get the items they are gifted.
	1. Have 10 monthly winners 2. Celebrate the accomplishments of our classified and confidential
	This committee provides staff of all levels to excel which in likely to improve organizational effectiveness.
	Employees who feel valued and as though they matter are more likely to contribute to the overall wellbeing of the campus. By recognizing great work we are improving the organization.

Educational Master Plan Goals	Planning and Budget 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	A3. Scale up counseling, transfer and other academic support programs to ensure each student can receive personalized guidance tailored to their individual needs. A4. Evaluate and re-design college processes and policies to ensure they are student-centered. A6. Strengthen the online presence of Cerritos College to extend the reach of its programs and services. A7. Promote Cerritos College as a successful transfer college through an array of programs and services designed to ensure all students entering the College can achieve their educational goals.
	I feel that this committee helps with all the goals indirectly as a large number of the division and programming needs coming through this committee
Goal B: Ensuring program alignment by strengthening partnerships	B1. Investigate the development or expansion of educational programs to align with the needs of current and future labor markets and develop graduates with skills to satisfy the workplace demand. B2. Strengthen the organizational capacity of Cerritos College to form partnerships with local business and industry.

Goal C: Promoting leadership and staff development	C2. Institutionalize funding for professional development. C4. Utilize professional development as a critical component for meeting the overall educational, organizational and performance goals of Cerritos College. C6. Implement leadership development at all levels and cross-training programs to facilitate leadership transitions and enhance organizational resilience. C7. Develop a succession plan for all key positions. C8. Identify strategies to improve coordination across academic departments, work more collaboratively, and increase employee satisfaction and retention.
Goal D: Improving internal and external communication	1. Revisit the annual and comprehensive planning cycle and process for the institution to ensure planning and resource allocations are linked. 2. Committee members will continue to be proactive in sharing and disseminating information and updates with their respective constituent groups. 3. Continue improvements to internal and external communication by ensuring committee website is up-to-date, planning calendar/timelines are discussed and posted online, and budget updates are routinely provided.
	I am suggesting a roll over of last years goals as we still have room to improve. They are listed below: Revisit the annual and comprehensive planning cycle and process for the institution to ensure planning and resource allocations are linked. Committee members will continue to be proactive in sharing and disseminating information and updates with their respective constituent groups. Continue improvements to internal and external communication by ensuring committee website is up-to-date, planning calendar/timelines are discussed and posted online, and budget updates are routinely provided.
	Annual and comprehensive planning cycle and process for the institution to ensure planning and resource allocations are linked. Improving the internal and external communication by ensuring committee website is up-to-date, planning calendar/timelines are discussed and posted online, and budget updates are routinely provided.
	Provide a more complete look at the budget.

	Continue to revisit the annual comprehensive planning cycle and process for the institution to ensure planning and resource allocations are linked.
	Continue to have committee members be proactive in sharing and disseminating information to their respective constituent groups.
	Continue to make sure committee website is up-to-date, planning calendar/timelines are discussed and posted online, and budget updates are routinely provided.
	D2. Ensure that all constituent groups have a complete understanding of our identity and there is a consistent message being shared and understood about who we are and what we do. D3. Disseminate the Cerritos College "Brand" externally, publicizing our strengths and what makes us a first-choice institution.
Goal E: Upgrading educational infrastructure	Collaborating in the development of college-wide plans such as the Technology Plan, and makes recommendations to the Board for approval
	E4. Optimize facilities and related support services to create an accessible learning environment that is safe and secure.
Goal F: Enhancing organizational effectiveness	Ensuring that planning and resource allocation are linked Collaborating, reviewing, and following up on the progress of the college's strategic goals
	WITH ACCOUNTABILITY
	F2. Support a strong Information Technology Department infrastructure. F5. Explore revenue generation through real estate development / opportunities.

Educational Master Plan Goals	Sabbatical Leave 2022 - 2023 Committee Goals
Goal C: Promoting leadership and staff development	To assist faculty through the 2023-2024 application cycle. To assist returning faculty (2021-2022) through the report writing process.

Educational Master Plan Goals	Safety 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Chief would like to get the officers on bikes, this would be great as this would create a more visible and interactive presence among the students and allow them to feel safe on campus.
	I don't know what our goals are for next year.

	The committee has followed through with completing multiple projects since the time I have been on it. The committee follows through on goals that have been set.
Goal B: Ensuring program alignment by strengthening partnerships	Chief has been talking about forming an advisory committee that would help get feed back from persons in related industries/fields and allow to share insights and feedback.
	I don't know what our goals are for next year.
	The committee has members from multiple constituency group and seeks input from involved parties when making changes.
Goal C: Promoting leadership and staff development	Chief has begun inviting relevant speakers (such as Keenan) to our meetings to share information.
	I don't know what our goals are for next year.
	The committee has held training sessions, such as a recent training session on the workers' comp process, to help inform of the process.
Goal D: Improving internal and external communication	HSC will receive, discuss, and vote on equivalency requests in a timely manner to facilitate the faculty hiring process. HSC will receive, discuss, and vote on local standards requests in a timely manner to facilitate departments' requests for stricter minimum qualifications.
	Chief is very good at sending important emails to the committee then to the campus community as needed. he encourages transparency which is fabulous.
	I don't know what our goals are for next year.
	The committee has implemented changes such as the emergency signage updates, that will foster greater communication and knowledge in the event of an emergency.
Goal E: Upgrading educational infrastructure	chief is doing his best to get all of our safety equipment up-to-date and to meet the industry need and standard.
	I don't know what our goals are for next year.
	The committee played a role in identifying infrastructure issues that could pose a threat to health and safety of individuals on campus.
Goal F: Enhancing organizational effectiveness	HSC will implement procedures to increase access to the equivalency process for CTE disciplines.
	By being transparent, this encourages the exchange and implementation of ideas, processes and procedures which again, the Chief is making this happen!
	I don't know what our goals are for next year.

	The committee plays a role in making the district more effective in its mission and vision by ensuring that students and employees are in a safe environment to learn and work.

Educational Master Plan Goals	Student Learning Outcomes 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Finalize review and implementation of revisions to AP5520 Student Discipline Procedures. (Goal A: Strengthening the culture of completion)
Goal F: Enhancing organizational effectiveness	Initiate a review of AP5530 Student Rights & Grievances, focusing on updating the general grievance section. (Goal F: Enhancing organizational effectiveness)

Educational Master Plan Goals	Student Life 2022 - 2023 Committee Goals
Goal A: Strengthening the culture of completion	Finalize review and implementation of revisions to AP5520 Student Discipline Procedures. Develop strategies to help students navigate the new normal student experience (virtual, in person, hybrid), including where to find and how to access info/offices/resources.
	Complete a review of the Commencement experience to explore the most meaningful experiences for students. AND Finalize review and implementation of revisions to AP5520 Student Discipline Procedures AND Develop strategies to help students navigate the new normal student experience (virtual, in person, hybrid), including where to find and how to access info/offices/resources. (Goal A: Strengthening the culture of completion)
	Finalize review and implementation of AP5520
	Finalize review and implementation of revisions to AP 5520 Student Discipline Procedures Develop strategies of promotion of club/student engagement and benefits of being involved Develop strategies to help students navigate the new normal student experience including where to find and how to access info/offices/resources

	Finalize review and implementation of revisions to AP5520 Student Discipline Procedures. Develop strategies to promotion of club/student engagement, and the benefits of being involved Develop strategies to help students navigate the new normal student experience (virtual, in person, hybrid), including where to find and how to access info/offices/resources.
	Finalize review and implementation of revisions to AP5520 Student Discipline Procedures. Develop strategies to promotion of club/student engagement, and the benefits of being involved. Develop strategies to help students navigate the new normal student experience (virtual, in person, hybrid), including where to find and how to access info/offices/resources.
	Finalize the grievance policy, and develop strategies that drive student engagement in clubs/orgs and have an info booth for students on campus to help transition to in person.
Goal B: Ensuring program alignment by strengthening partnerships	Develop strategies to develop student clubs
Goal C: Promoting leadership and staff development	Enhancement of promotion of club involvement
Goal D: Improving internal and external communication	Strategies to face the new normal of campus for the students
Goal E: Upgrading educational infrastructure	Enhancement of promotion of student engagement
Goal F: Enhancing organizational effectiveness	Initiate a review of AP5530 Student Rights & Grievances, focusing on updating the general grievance section.
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	Initiate a review of the grievance policy