

Institutional Effectiveness Committee 2025-26 Priorities

Mission Informed Planning Council
October 17, 2024

E.Kuo
FH IRP

IEC Charge

- The Institutional Effectiveness Committee is a subcommittee of MIPC and serves to promote ongoing and continuous improvement through the evaluation and assessment of college processes that supports the mission and advance institutional quality.

Meets every 2-3 weeks and reports to MIPC.

IEC Functions

- Provide ongoing evaluation of processes
- Support institutional planning
- Foster collegiality and robust dialogue about institutional effectiveness
- Establish transparent and consistent communication of institutional programs towards its goals

Planning Calendar | 7 Year Cycle

2025-26

Accreditation
Follow Up
Report

Accreditation
Follow Up Visit

**Blueprint for
Success 2030**
*(formerly called the
Ed Master Plan)*

**Student Equity
Plan 3.0
2025-28**

2026-27

**Technology Plan
2026-29**

**Distance
Education Plan
2026-29**

**Facilities Plan
2026-31**

2027-28

Develop
and Write
Accreditation
Midterm Report

2028-29

Accreditation
Midterm Report
Due

Accreditation
Institution
Self-Evaluation
Report (ISER)
Kickoff &
Training

Accreditation
ISER Team
Formation

2029-30

Develop
and Write
Accreditation
ISER Report

College Mission
and Vision
Statements
Review

**Technology Plan
2030-33**

**Distance
Education Plan
2030-33**

**Student Equity
Plan 4.0
2029-32**

2030-31

Accreditation
ISER Report Due

Accreditation
ISER Core
Inquiries

2031-32

Accreditation
ISER Site Visit

**Blueprint for
Success**
*(formerly called the
Ed Master Plan)*

**Facilities Plan
2031-36**

Annual Activities

Comprehensive and Annual Program Reviews, Budget Requests, Governance Evaluation (Annual & Comprehensive), ACCJC Annual Report, Vision Aligned Reporting Annual Narratives, SLO Assessment

IEC Membership, 2025-26

Name	Position	Constituency
Ajani Byrd	Dean, Institutional Equity, Inclusion, & Diversity	Administrator
Bret Watson	VP, Finance & Administrative Services	Administrator
Dolores Davison	SLO Coordinator	Faculty
Doreen Finkelstein	Classified Senate representative	Classified Staff
Kimberly Escamilla	Faculty Support Faculty Coordinator	Faculty
Laurie Scolari	VP, Student Services	Administrator
Stacy Gleixner	VP, Instruction	Administrator
Teresa Ong	VP, Workforce	Administrator
Vanessa Santillan-Nieto	Classified Senate President	Classified Staff
Voltaire Villaneuva	Academic Senate President	Faculty
TBD	ASFC Rep	Student
Elaine Kuo	Chair (ex-officio)	Classified Staff
Kelaiah Hill	Program Coordinator, Instruction (ex-officio)	Classified Staff

IEC Priorities, 2025-26

Fall 2025

Governance Evaluation

Program Review

Blueprint 2030:
Implementation

SLOs & ACCJC Follow-up Report

Student Equity Plan 3.0

Winter 2026

Program Review cont.

Institutional Planning
Documents: Regular Updates

Blueprint 2030 cont.

ILOs & SLOs assessment

Accreditation Standards Review

Spring 2026

Governance Evaluation

Blueprint 2030:
Goal/Objective Updates

ILOs & SLOs assessment

Program Review

- Review and revise
 - Comprehensive templates
- Alignment
 - Budget request process
- Evaluation
 - Identify regular process and procedure

Blueprint 2030

- Identify IEC's role
- Alignment and integration of processes and planning documents
- Report out and make recommendations (to MIPC)

Governance Evaluation

- Annual MIPC evaluation conducted (3-year cycle)
 - 2024-25 Annual: Establish operations baseline
 - 2025-26 Annual: Identify and adopt improvements
 - 2026-27 Comprehensive: Assess purpose and goals
- Results shared at MIPC, Spring 2025
 - All employees
 - Students who served/attended MIPC

IEC Observations

- **Communication:** Elevate awareness of MIPC's role and operations across campus
- **Decision-Making:** Leverage MIPC platform for decision-making and strategic planning
- **Participation:** Foster a sense of belonging among attendees and those interested in becoming involved

Blueprint 2030 Alignment: For Consideration

- **Goal 3:** Strength organizational effectiveness and operational efficiencies, while optimizing resources.
- **Objective 3.1:** Grow a culture of integrated planning, process efficiencies, and institutional effectiveness.

Blueprint 2030 Alignment: For Consideration

- **Goal 4:** Lead a transformative college culture that embraces demographic change, elevates the visibility of the Sunnyvale Center, and boldly communicates Foothill's story through meaningful engagement and outreach.
- **Objective 4.2:** Foster a college culture of growth and engagement, providing employees with opportunities to thrive.

Governance Evaluation: For Discussion

- What thoughts occur for you?

Governance Evaluation: For Discussion

- What thoughts occur for you?
- What is the action plan?
 - What improvements can MIPC make this year?

Next Steps: Decision-Making

- MIPC to discuss and approve IEC 2025-26 proposed scope of work
- MIPC to develop improvement plan(s)
 - Communication, Decision-Making, Participation
 - Identify changes, timelines, etc.
- MIPC to align its purpose and goals to Blueprint 2030

Appendix: Governance Survey Highlights

Communication Findings

- MIPC discussions and decisions are well communicated throughout the college

27% *Strongly Agree/Agree*

- The communication I receive about MIPC is helpful and relevant for my job

37% *Strongly Agree/Agree*

Decision-Making Findings

- I can explain how agenda items are determined at MIPC

57% *Strongly Disagree/Disagree*

- I can identify a decision that was made at MIPC

37% *Strongly Agree/Agree*

- MIPC supports effective decision-making for the college

47% *Unsure*

Participation Findings

- MIPC welcomes participation by all employees and students

36% *Unsure*

- Diverse perspectives are respected in MIPC

54% *Unsure*

END