



INSTITUTIONAL EFFECTIVENESS COORDINATING COUNCIL

Meeting Minutes for
November 17, 2025

Voting Members Present: Jennifer Vega La Serna, Bryan Ventura, Daniel Berumen, Dulce Delgadillo, Bridget Kominek, Gabrielle Stanco, Khaoi Mady, Deborah Bundy, Michelle Patrick-Norng, Brandon Floerke, Candace Lynch (for Gary Jimenez), Jaclyn Magginiti

Absentees: None

Recording Secretary: Gabrielle Stanco

- I. **Call to Order:** The meeting was called to order at approximately 3:00 p.m. A quorum was confirmed.
- II. **Introductions:** Members introduced themselves. New and returning members, including faculty representatives, were welcomed.
- III. **Approval of Minutes:** A motion to approve the October 20, 2025 meeting minutes was made by Bridget Kominek and seconded by Bryan Ventura. The motion was approved with abstentions from members not present at the prior meeting.
- IV. **Comments from the Public:** A request was made by Dr. Vega La Serna to attend the meeting remotely due to illness. The Council voted to add the request as an action item and approve remote participation. Both motions passed unanimously.

Dr. Vega La Serna also made an announcement about the ACCJC Spring Convening scheduled for April 13, 2026, in Long Beach and encouraged campus participation.

- V. **Campus Climate Survey: Employee Voice and Decision-Making Data:** Gabrielle Stanco presented detailed findings from the 2025 Employee Climate Survey, focusing on Employee Voice and Inclusion and Decision-Making and Communication. Key findings included the following:
 - Employees generally reported having opportunities to participate, but lower agreement that their input is valued or influences decisions.
 - District and campus communication ratings were low, with fewer than half of respondents indicating communication is clear or decision-making is transparent.
 - Department-level feedback was more positive, suggesting stronger engagement at the local level.
 - Administrators/managers reported higher agreement levels than other employee groups across most areas.

IECC members then discussed the findings and noted the need to distinguish between opportunity to participate and actual influence on decisions as well as concerns about communication breakdowns, including timing, coordination, and rollout of information. Discussion points also included the importance of better coordination with faculty schedules and governance structures and recognition that some issues may stem from process gaps rather than intent.

As next steps, IECC members recommended presenting findings to Chancellor's Staff for initial review and then bringing the results to District Consultation Council for a guided discussion, including prompts for constituent groups. The suggested prompts were, "What is working well in

communication and decision-making?” and “What challenges or breakdowns exist?” Members also recommended emphasizing closing the loop by communicating actions taken in response to survey results.

- VI. Districtwide Strategic Plan 2022–2026 Progress Report - Discuss Metrics, Recommendations, and Timeline:** The IECC discussed the upcoming *Strategic Plan Progress Report* to be presented to the Board of Trustees in Fall 2026. The discussion included challenges with data accessibility and timeliness, aligning district-level reporting with campus-level efforts, and concerns that the current approach may duplicate campus work and create inefficiencies. Members recommended shifting toward a District Services-focused value-add approach for the next District-wide strategic plan. For the progress report, members suggested using an accreditation-style framework, including brief narrative summaries and supporting evidence, such as reports, dashboards, and presentations. Members also emphasized limiting the content to concise summaries (e.g., a few sentences per goal) and leveraging existing reports rather than recreating data.
- VII. Discussion:** Members emphasized the importance of translating survey results into action, avoiding “survey fatigue” by demonstrating impact, improving coordination across governance groups and campuses, and the need for continued work between meetings to advance both survey follow-up and strategic plan reporting.
- VIII. Next Meeting:** The next IECC meeting is scheduled for Monday, April 20, 2026.
- IX. Adjournment:** The meeting adjourned at 4:33 p.m.