



INSTITUTIONAL EFFECTIVENESS COORDINATING COUNCIL

November 18, 2024

Meeting Minutes

Voting Members Present: Archie Delshad, Bridget Kominek, Cherry Li-Bugg, Daniel Berumen, Dulce Delgadillo, Gabrielle Stanco, Jaclyn Magginetti, Jennifer Carey

Absentees: Bryan Ventura, Gary Jimenez, Geoff Hurst, Jill Bauer, Jose Ramon Nunez

Recording Secretary: Gabrielle Stanco

I. Call to Order: The meeting was called to order at 3:05 p.m.

II. Introductions

III. Comments from the Public: None

IV. Strategic Compass Sense-Making to Action-Taking

Drs. Li-Bugg and Stanco shared the recently approved [Districtwide Strategic Plan, 2022-2026](#), which used a Strategic Compass approach to planning. The plan was developed by a workgroup synthesizing campus and District Services plans to aggregate the commonalities in the work being performed districtwide to achieve the District Strategic Directions. The Strategic Compass approach shifts from a rigid approach to planning to a more flexible and adaptable guide focused by NOCCCD's values, beliefs, and sense of purpose. A key feature of the flexibility in planning is using and reviewing leading data measures during an academic year to respond to challenges and opportunities as they occur. IECC members provided input on ways that committee members could help review leading data and engage with stakeholders and leadership about trends. One suggestion was to create a Tableau dashboard out of the annual districtwide student survey results for data exploration.

V. Districtwide Student Survey Spring 2024 Results

Daniel Berumen, Director of Institutional Research & Planning for Fullerton College, shared a report summarizing the results of a recent student survey assessing how well the district is meeting students' needs. The survey was a pilot aimed at establishing a practice of collecting data annually to aid institutional planning and to reduce the number of surveys administered to students within a given academic year. The survey was administered online to all students districtwide in spring 2024 and gathered feedback on five topic areas—basic needs support, access to services, sense of belonging, campus climate, and enrollment management. Data highlights included the following:

- Nearly all students indicated that flexible course options were a contributing factor in their decision to enroll at NOCCCD, and a similarly important factor when selecting specific classes.
- Slightly more than half of all respondents indicated they intended to register in a mix of online and in person courses in the next semester. Basic needs support provided by the three institutions, particularly book and food vouchers, were influential in students of color's decisions to enroll.
- Students generally indicated high levels of belonging in various services across the colleges, particularly in libraries, academic support services, and college food pantries.
- Students indicated higher levels of belonging when taking in person classes and classes within their major. Students of color indicated higher levels of belonging in classes taught by professors of color than classes taught by other professors.

VI. Employee Climate Survey – Timeline and Survey Tool

IECC members discussed the pros and cons of using a different survey instrument for collecting feedback from NOCCCD employees on campus climate. For the past two cycles (2021 and 2023), NOCCCD has used the PACE survey to get employee feedback districtwide. Feedback from constituents in the past was that the PACE survey was long and the results challenging to translate into actions for improvement. Cypress College has a survey instrument that they developed locally and have administered for several years to get employee feedback. After discussion, IECC recommended proceeding with a locally developed climate survey. A districtwide survey will need

approval from the District Consultation Council (DCC) at the March 2025 meeting for administration in April 2025. Therefore, to allow time for a survey to be drafted and to get input from campus groups, IECC members agreed to hold a special meeting in February 2025 to review and discuss a draft of the survey. The Institutional Research and Planning directors will meet and create a first draft of the campus climate survey, using the Cypress College survey as a model and have it ready for review before the February IECC meeting.

VII. Adjournment: The meeting adjourned at 4:35 p.m.