VISION STATEMENT

Hartnell College will be nationally recognized for the success of our students by developing leaders who will contribute to the social, cultural, and economic vitality of our region and the global community.

MISSION STATEMENT

Focusing on the needs of the Salinas Valley, Hartnell College provides educational opportunities for students to reach academic goals in an environment committed to student learning, achievement, and success.

VALUES STATEMENTS

- **Students First**
  We believe the first question that should be asked when making decisions is “What impact will the decision have on student access, learning, development, achievement, and success?”

- **Academic and Service Excellence**
  We commit to excellence in teaching and student services that develop the intellectual, personal, and social competence of every student.

- **Diversity and Equity**
  We embrace and celebrate differences and uniqueness among all students and employees. We welcome students and employees of all backgrounds.

- **Ethics and Integrity**
  We commit to respect, civility, honesty, responsibility, and transparency in all actions and communications.

- **Partnerships**
  We develop relationships within the college and community, locally and globally, that allow us to grow our knowledge, expand our reach, and strengthen our impact on those we serve.

- **Leadership and Empowerment**
  We commit to growing leaders through opportunity, engagement, and achievement.

- **Innovation**
  Through collaboration, we seek and create new tools, techniques, programs, and processes that contribute to continuous quality improvement.

- **Stewardship of Resources**
  We commit to effective utilization of human, physical, financial, and technological resources.
STRATEGIC PRIORITIES (will eventually become college goals)

Strategic Priority 1 - Student Success
Strategic Priority 2 - Student Access
Strategic Priority 3 - Employee Diversity and Development
Strategic Priority 4 - Effective Utilization of Resources
Strategic Priority 5 - Innovation and Relevance for Educational Programs and Services
Strategic Priority 6 - Partnerships with Industry, Business, Agencies, and Education

MEMBERSHIP (and terms of service)

- Dean of Institutional Planning and Effectiveness (co-chair, permanent)
- Associate Vice President of Human Resources (permanent)
- Controller (permanent)
- Dean of Academic Affairs/Curriculum and Instructional Support (permanent)
- Dean of Student Affairs/Enrollment Services (permanent)
- Director of Information Technology Systems (permanent)
- Director of Institutional Research (permanent)
- Institutional Data Analyst (permanent, resource, non-voting)
- Institutional Research Analyst (permanent, resource, non-voting)
- Programmer Analyst (1 year term, to be selected by superintendent/president; resource, non-voting)
- 3 Faculty (2 year terms, to be selected by Academic Senate; 1 serving as co-chair)
- 2 Classified Staff (2 year terms, 1 to be selected by CSEA, and 1 to be selected by L-39)
- 1 Confidential (2 year term, to be selected by superintendent/president)
- 1 Student (1 year term, to be selected by ASHC)

FREQUENCY OF MEETINGS

Monthly during the academic year.

PURPOSE

To recommend goals, standards, and benchmarks for institutional effectiveness in alignment with the college’s strategic goals; to promote best practices for the conduct of research and utilization of data at the college; and to propose sustainable approaches aimed at the continuous improvement of integrated planning and institutional effectiveness.

RECEIVES INFORMATION FROM

The Office of Institutional Planning and Effectiveness, the College Planning Council, the Academic Senate, and other councils and committees appropriate to the work of the Council.
MAKES RECOMMENDATIONS TO

The College Planning Council, the Academic Senate, and other councils and committees.

COUNCIL RESPONSIBILITIES

1. GOALS AND STANDARDS FOR INSTITUTIONAL EFFECTIVENESS
   ◦ Review and recommend for approval:
     o Goals for institutional effectiveness.
     o Institutional and program standards for student achievement, student equity, and student success.
     o Performance benchmarks and targets relative to peer institutions, and statewide and national data and projections.

2. BOARD POLICIES, ADMINISTRATIVE PROCEDURES AND INSTITUTIONAL PROCESSES
   ◦ Review, and recommend for approval, new or revised Board policies, administrative procedures, and institutional processes focused on:
     o Institutional effectiveness, planning, and continuous improvement.
     o Access to institutional information and data for research, analysis, reporting, and related purposes.
     o The conduct of research, analysis of data, and reporting and presentation of research and data outcomes.
     o Approval of human subjects in research.
     o Approval of external requests to conduct research and/or obtain, utilize and report data and data outcomes.

3. STRUCTURAL SUPPORT FOR INSTITUTIONAL RESEARCH AND DATA
   ◦ Review, and recommend for approval, institutional systems, data bases, and tools for:
     o Conducting research.
     o Validating and analyzing data.
     o Reporting and presenting research and data outcomes, including dashboards, scorecards, and business intelligence reporting.

4. CONTINUOUS IMPROVEMENT OF INTEGRATED PLANNING
   ◦ Review alignment, and recommend ways to maximize alignment, between and among the college’s strategic and long term plans.
   ◦ Review strategic integration of, and recommend ways to better integrate, annual planning and budgeting.

5. CONTINUOUS IMPROVEMENT OF INSTITUTIONAL EFFECTIVENESS
   ◦ Review institutional effectiveness metrics and progress toward goals for institutional effectiveness.
   ◦ Review progress on and outcomes of institutional continuous improvement processes.
   ◦ Recommend creative ideas, innovative practices, and data driven approaches directed toward sustainable continuous quality improvement at the college.
6. PROFESSIONAL DEVELOPMENT
   ◦ Promote, and make recommendations for, staff development activities to improve employee effectiveness in planning, conducting research, utilizing data, and otherwise gaining knowledge about and implementing best practices.

7. EVALUATION OF COUNCIL EFFECTIVENESS
   ◦ Conduct annual evaluation of the effectiveness of the Council in the spring semester each year.