



Institutional Planning and Effectiveness Committee (IPEC)

DRAFT Meeting Minutes

February 12, 2026, 2:30 PM

Recorder: Nicole Duffin

LPC Mission Statement	LPC Planning Priorities 2025		
<p>Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.</p>	<p>Affirm LPC's unwavering commitment to equity by deepening campus-wide engagement, enhancing professional development, embedding equity-minded practices in decision-making, assessment, and accountability processes; and building capacity to resolve inequities.</p>	<p>Increase student success and completion through sustainable college practices, processes, academic support, removal of barriers, and focused professional development.</p>	<p>Establish a knowledge base and appreciation for health and wellness in the workplace; create a sense of urgency about wellness; prioritize wellness in decision-making, assessment and accountability; and build capacity to support wellness.</p>
Chair	Faculty	Classified Professionals	
<p><input checked="" type="checkbox"/> Rajinder Samra</p>	<p><input checked="" type="checkbox"/> Karin Spirn, A&H <input type="checkbox"/> Nadiyah Taylor, BSSL <input type="checkbox"/> Vacant, PATH <input checked="" type="checkbox"/> Ruchira Majumdar, STEM <input checked="" type="checkbox"/> Michael Schwarz, Student Services</p>	<p><input type="checkbox"/> Lina Chea <input type="checkbox"/> Lilibeth Juarez <input checked="" type="checkbox"/> Suzanne Kohler <input type="checkbox"/> Aubrie Ross <input checked="" type="checkbox"/> Tania Torres</p>	
Students	Administrators	Guests	
<p><input checked="" type="checkbox"/> Kazuya Yasui <input checked="" type="checkbox"/> Tala Ghandour</p>	<p><input checked="" type="checkbox"/> Dr. Dyrell Foster <input checked="" type="checkbox"/> Jeanne Wilson <input checked="" type="checkbox"/> Nan Ho <input type="checkbox"/> Sean Brooks</p>	<p><input type="checkbox"/> Name <input type="checkbox"/> Name</p>	

Attendance: 11

Agenda Item	Information/Discussion	Action/Assigned To
1.	<p>Welcome / Call to Order</p> <ul style="list-style-type: none"> • Meeting called to order at 2:37 PM • Quorum was not yet met at the start of the meeting; introductions and discussion proceeded, with formal agenda approval deferred until quorum could be confirmed. • Committee members introduced themselves to welcome Nicole Duffin, who was attending the meeting for the first time. 	
2.	<p>Review & Approve Agenda</p> <ul style="list-style-type: none"> • Rajinder Samra introduced the proposed Agenda for review • Because quorum was not yet met, formal approval of the agenda was deferred. • Note: The agenda was later approved via a joint motion together with adjournment (see Item 6). 	
3.	<p>Evaluation of Institution-Set Standards and Stretch Goals</p> <ul style="list-style-type: none"> ❖ Key information will be used for midterm report ❖ Review to see if standards and metrics have met floor standards, exceeded stretch goals, patterns or trends ❖ Disaggregated data for patterns that excite or concern us ❖ What has our Institution taken and what can we do with the trends that we find – how can we monitor the results of these actions in order to continue to improve ❖ Review of Completion Metrics • <u>Certificate Completion</u> <ul style="list-style-type: none"> ○ Review of trends dating back 10 years and looked at anomalies in data to determine how to overcome these ○ LPC Total certificates awarded – trending up in 2024-2025 and a very positive upward swing in reaching stretch goals ○ Review of <i>Disaggregation</i> by: <ul style="list-style-type: none"> ▪ Gender: In 2024–2025, for the first time, the certificate completion rate was higher for males (53%) than for females (47%). Reviewed the potential reasons for these changes and the 	

implications going forward:

- Recruitment of certain fields where males tend to be more prominent (welding/fire), proactive awarding
- Agreed that it will be important to maintain these percentages, even when recruitment in these select fields isn't always happening
- **Race/Ethnicity:** Almost all numbers are increasing in a positive direction regarding certificate completion
 - Proactive awarding started increasing numbers in 2021-2022
 - Some fields do not require earning a degree in order to transfer to a UC (e.g., STEM fields) – some students may take classes at LPC and transfer to a UC before earning an award because their major does not require them to do so.
- **Age:** Showing trends towards younger students
- **Parent Education Level:** Seems troubling that students who have parent's that received a higher education level tend to achieve more academically. This could directly correlate to cost of living and social economic status. This could also mean there are fewer of these students in this particular category.
 - There was a brief discussion of whether supporting first-generation college students could be a college planning priority.
- **Income:** Low-income students account for 43% of certificate completions and 24% of degree completions, while non-low-income students account for 57% of certificate completions and 76% of degree completions. One-third of LPC students are considered low income. It was noted that, to qualify for Federal Pell Grants, a certificate must be at least 16 units. Because the Associate Teacher certificate is 13 units, students in that program would not qualify for Pell Grants.

- **LPC transfers to CSU/UC**

- 2024-2025: Meeting Transfer Completion institution-set standard of 95%, but not the stretch goal of 110%
- For Transfer to CSU/UC, the group noted the stretch goal (110%) is met in some years but not others and discussed revisiting the stretch target in light of recent rebound/lag effects.
- 2024-2025: 62% of all LPC transfers went to on of the following Institutions (CSU Easy Bay, SJSU, UC Davis, CSU Sacramento, SFSU, UC Berkeley) – The remaining could have looked at out of area schools.

Race/Ethnicity: In terms of counts, White, Asian, and Latino students consistently represented the top three transfer groups to CSU or UC. In 2024–25, for the first time, Asian students were the largest transfer group, followed by White students. Moreover, the majority (54%) of Asian students

	<p>transferred to a UC campus in 2024–25.</p> <ul style="list-style-type: none"> ▪ These results may reflect student ambition, the cost of college (UC is much more expensive), perceptions of community college, and concurrent enrollment patterns. ○ Gender: Similar trend and almost parallel to the course success rates ○ LPC Transfers to In-State Private / Out of State Institutions: The number of LPC transfers to in-state privates and out-of-state institutions in 2023-2024 dropped compared to previous years. In addition, the number of transfers are spread across many institutions. 	
4.	<p>Assignment for the next IPEC meeting: Mapping themes from division program review summaries to the Educational Master Plan Goals</p> <ul style="list-style-type: none"> • Need division review summaries – Karin to send all together by end of week 2/20, as well as summary of focus areas for review • Program reviews are read by multiple people, before the Deans are met to discuss trends – Review trends in IPEC meeting to create potential Planning Priorities for next year • Educational Master Plan Goals Reviewed: Educational Excellence, Community Collaboration, Supportive Organizational Resources, Org Effectiveness, Equity and Anti-Racism • Deadline of Summary Reviews: 3/6/2026, to be discussed at our meeting on 3/12/2026 	
5.	<p>Good of the Order</p> <ul style="list-style-type: none"> • Karin – Appreciated the Wellness Fair and how well it went and loved that this was a Planning Priority created in this meeting 	
6.	<p>Adjournment</p> <ul style="list-style-type: none"> • With quorum confirmed later in the meeting, a joint motion was made to approve the agenda and adjourn. <ul style="list-style-type: none"> ○ Motion: Karin Spirn. ○ Second: Suzanne Kohler. ○ Vote: Aye (unanimous); no nays; no abstentions. • Meeting adjourned at 4:30PM 	

Next meeting: March 12, 2026