



Institutional Research and Planning Committee

MINUTES

Monday, March 2, 2026
10:00 a.m. – 11:00 a.m. via Zoom

Committee Membership and Attendance

(P=Present; A=Absent)

Committee Chair:		Academic Senate Designee:		ASCC	
Lan Hao	P	Robert Loya	A	TBA	A
Management:				Guest(s):	
Eric Calderon	P	Priscilla Englert	A	Dana Hester	P
		Faculty:			
My Chau	P	Toros Berberyan	P		
Elaine Lipiz Gonzalez	P	Dave Kary	P		
Jessica Lopez Jimenez	P	Michelle Plug	P		
Bala Sethu Raja	P	Levi Richard	P		
Ty Thomas	P	Raul Sanchez	P		
Supervisor/confidential:		Classified:			
Doug Schultz	A	Anthony Delgado	P		
		Yueyi Huang	P		

1. November 24, 2025 Meeting Minutes Review and Approval

The minutes were approved as presented.

2. Measurable Objectives for the 2026-31 Strategic Plan

Most objectives are being carried over from the current, 2021-26 Strategic Plan. However, they will be measured differently. The order has been changed so to make them parallel with the students’ typical journey while attending Citrus College beginning with enrollment through goal achievement and transfer. Two new support measures have been proposed.

The intention for today’s meeting is to share the measurable objectives framework.

The measurable objectives have been categorized into seven areas:

1. Access
2. Course-level Success
3. Term-to-term Persistence
4. Intermediate Success
5. Goal Achieved
 - Degree/Certificate Completion
 - Transfer to four-year colleges
 - Licensure and Credential Pass Rates
 - Noncredit Certificates
6. Financial Impact
7. Support Measure – two objectives new to the 2026-31 Strategic Plan

Over the past several weeks, IRPE has met both internally (from within the department) and consulted with other areas on campus. This included meeting with the SEAP leadership team to ensure the objectives are in alignment with the metrics in the 2025-28 Student Equity Plan. We are going to adopt the SEAP definitions and measures for the published 2026-31 Strategic Plan.

Discussing the measurable objectives:

1. Access

- Enrollment Yield Rate
 - SEAP measure
 - Collegewide and one DI group
 - o Black or African American
- Proposed new FTES/enrollment goal:
 - 11,414 FTES by 2030-31
 - 14% increase from 10,000
 - Approx. 3% per year, for 5 years
 - Academic Affairs is in favor of this proposed goal
 - o The proposed growth rate aligns with the college's current growth rate since the pandemic.
 - o Until the college reaches the goal of 11,414 FTES, the college will receive less apportionment from the State. We will not earn growth dollars.

2. Course-Level Success

- Collegewide and DI groups
 - Three DI groups from the newest SEAP plan:
 - o Black or African American
 - o Hispanic or Latino
 - o First-generation college students
- ACCJC requires that the college report on course-level success annually as part of our institution-set standards reporting
- For the strategic plan, should we monitor this objective by term, or academic year?
 - By term will be more in line with how courses are structured.
- Instead of setting a specific goal, the language "monitor and improve" was proposed.
- Citrus College is currently above the statewide average.
 - Consider including the whole number next to the percentage
- Transfer-Level English and Math Course Completion
 - Collegewide and DI groups
 - o Black or African American
 - o Hispanic or Latino
 - o First-generation college students
 - Propose utilizing the SEAP metric
 - o English and math **combined** ("students who complete **both** transfer-level math and English courses during their first year."). As opposed to measuring them separately.
 - o First layer of goal setting: Eliminate DI groups (no DI effect)

3. Term-to-term Persistence

- Persistence
 - Collegewide and DI groups
 - Black or African American and First-Generation College Student
 - Proposing to use the SEAP measure:
 - Students who persist from term to term (fall to spring; spring to fall)
 - Collegewide: “Monitor and improve”
 - DI groups: “Eliminate DI groups”

4. Intermediate Success

- CTE 9 or More Units
 - This is a SCFF measure

5a. Goals Achieved – Degree/Certificate Completion

- Reported via the ACCJC annual report
 - Number of students awarded with at least one associate degree
 - Number of students awarded with at least one certificate
- Vision Goal Completion
 - Achievement rate; SEAP measure
 - Combined degree or certificate earned by first-time students within three years
 - DI Groups:
 - First-generation college students
 - Black or African American
 - Hispanic or Latino
- STEM Program Completion
 - Citrus College local measure
 - STEM degree definitions by Guide Pathways CAP
 - Keep and monitor three DI groups:
 - Black or African American
 - Hispanic or Latino
 - First-generation college students

5b. Goals Achieved – Transfer to Four-Year Colleges

- Headcount reported via the ACCJC annual report
 - There is a consistent significant decrease from 2020-21 to 2023-24. The college anticipates that the numbers will begin to increase.
- Cohort-based approach:
 - First-time freshman
 - Earned 12 units to be included
 - Three years to completion
- DI groups according to the SEAP plan:
 - First-generation college students
 - Hispanic or Latino
 - Black or African American
- The CCCCO has identified Asian students as DI for transfer.
 - About half of Asian students in the SEAP transfer cohort are international students.
 - Transfers are matched with SSN. International students lack an SSN and thus are not counted.
 - Locally, by not counting international students and only considering non-international Asian students – there is no DI.

The following two objectives (5c and 5d) will be included, but were not discussed in-depth:

5c. Goals Achieved – Licensure and Credential Pass Rates

5d. Goals Achieved – Noncredit Certificates

6. Financial Impact

- These two objectives are being carried over from the 2021-26 Strategic Plan:
 - Attain Living Wage
 - Reduction of Units Accumulated by Degree Earners

7. Support Measures – NEW

- Comprehensive Educational Plan Completion
 - A new measure included in the SEAP plan
 - DI groups:
 - Black or African American
 - Hispanic or Latino
 - First-generation college students
 - Consider following the same method of “monitor and improve”
 - Title V language is shifting the responsibility from the students having to take the initiative of obtaining a comprehensive education plan to the institution reaching out to the students.
- Monitor and increase the percentage of students who complete the FAFSA application

Meeting adjourned.

NOTE: This meeting’s supporting documents including the recording and chat transcript are available upon request. Please email Jody Barrass at jbarrass@citruscollege.edu.

Remaining meeting date for 2025-26: 3/30/26, 4/27/26, 6/1/26