

IA. Mission

- 1. The mission describes the institution's broad educational purposes, its intended student population, the types of degrees and other credentials it offers, and its commitment to student learning and student achievement. (ER 6)**

Evidence of Meeting the Standard

California Education Code provides the foundational elements for the mission of Mt. San Antonio College (Mt. SAC). Central to this mission is the offering of academic and vocational instruction at the lower division level (**IA.1.1 California Education Code 66010.4**). The Mission Statement, revised in 2022, aims for inclusion and emphasizes the College's role of providing support services that help students achieve their full educational potential (**IA.1.2 BOT Approval of Mission, Vision, Values; IA.1.3 PAC Approval of Mission, Vision, Values**).

The mission of Mt. San Antonio College is to support and empower all students in achieving their educational goals in an environment of academic excellence. Specifically, the College is committed to providing quality education, services, and workforce training, empowering students to attain success in an ever evolving diverse, sustainable, global society. The College pledges to serve students so they may achieve their full educational potential for lifelong learning, for attaining certificates and associate and bachelor's degrees, for employment, and for the completion of career and transfer pathways. The College will carry out this commitment by providing an engaging and supportive teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals. The College is dedicated to serving our community through improving economic achievement; advancing civic engagement and environmental responsibility; enhancing personal and social well-being; developing information and technological literacy, communication, and critical thinking; and enriching aesthetic and cultural experiences.

In the mission, faculty, classified professionals, students, and administrators pledge to serve the intended student population by preparing students for lifelong learning, employment, pathways, and the achievement of certificates and associate and bachelor's degrees. The Mt. SAC Mission Statement specifically describes a commitment to empowering students in achieving their educational goals. This is further supported by the Mt. SAC Vision Statement, which supports an equitable and anti-racist educational experience.

"Mt. San Antonio College strives to be a fully student-centered and welcoming campus that provides our diverse community an educational experience which is anti-racist, integrated, connected, and technologically advanced with unique and distinguished programs in a sustainable environment. We will devote energy, thoughtfulness, and passion to provide leadership in community college teaching, programs, and services. We will provide quality educational programs and support services by advancing student achievement and equity within a climate of integrity and respect through our core values. We will consistently exceed the expectations of our students, our staff, and our community."

Additionally, at the Board of Trustees' direction, the Core Values emphasize the College's educational purposes and commitment to student learning and achievement:

- *Integrity: We treat each other honestly, ethically, and respectfully in an atmosphere of trust.*
- *Equity and Diversity: We respect and welcome all differences, and we foster equal opportunity to succeed throughout the campus community.*
- *Community Building: We work in responsible partnerships through open communication, caring, and a cooperative spirit.*
- *Student Focus: We address the needs of students and the community both in our planning and in our actions.*
- *Lifelong Learning: We promote the continuing pursuit of high educational goals through equal access to excellence in both teaching and support services.*
- *Positive Spirit: We work harmoniously, show compassion, and take pride in our work.*
- *Effective Stewardship: We sustain and improve the institution and environment by efficiently using resources of time, talent, facilities, and funding.*

Analysis and Evaluation

The Mission Statement describes the College's educational purposes, is inclusive of its intended student population, is committed to student equity, and recognizes the role of faculty, classified professionals, students, and administrators to provide support services that support students achieve their full educational potential. The College's commitment to student learning in the Mission Statement is supported by the institution's Vision and Core Values. This evidence demonstrates Mt. SAC meets Accrediting Commission for Community and Junior Colleges Eligibility Requirement (ER) 6.

2. The institution uses data to determine how effectively it is accomplishing its mission, and whether the mission directs institutional priorities in meeting the educational needs of students.

Evidence of Meeting the Standard

The College uses data to determine how effectively it is accomplishing the mission. The mission of the College is to provide quality education and services to help students attain certificates, associates, and bachelor's degrees for employment and for completion of career and transfer pathways. The Office of Research and Institutional Effectiveness (RIE) developed a data dashboard that tracks the number of associate degrees, associate degrees for transfer, and certificates for the past five years, and is disaggregated by division, department, and program. Degree awards data is also disaggregated by ethnicity and financial aid status (**1.A.2.1 Degree Awards Data**). Baccalaureate Degree completion data will be added to the data dashboard as part of the program implementation. RIE regularly assesses who the College is serving by providing a high school feeder data dashboard to which Mt. SAC high school partners have access (**1.A.2.2 High School Feeder Dashboard Sample**). Additionally, RIE has transitioned from an annual Factbook to a series of data dashboards that provide the

College community the opportunity to interact with the data. The dashboards provide the data for course success and retention, key performance indicators for first-year students, and awards, as well as supporting a series of tutoring center dashboards. All dashboards provide varying levels of disaggregation that include ethnicity, gender, financial aid status, and special populations (**I.A.2.3 RIE Data Dashboard**).

Faculty, classified professionals, students, and administrators use systematic, broad-based evaluation, assessment, and planning in their operations to accomplish the College's mission, which includes improving institutional effectiveness as well as academic quality. Mission-driven data, such as disaggregation based on ethnicity and financial aid, is used to set institutional and unit-level priorities including the development and revision of the Educational and Facilities Master Plan (EFMP) and for reviewing and setting institution set standards (**I.A.2.4 EFMP Data Section**). Qualitative data, such as review of committee goals and college plans, are used for the development and assessment of the Strategic Plan (**I.A.2.5 Strategic Plan**). Members of the Institutional Effectiveness Committee (IEC) lead the efforts of developing and assessing the goals of the Strategic Plan (**I.A.2.6 IEC Committee; I.A.2.7 IEC Minutes Nov 2022**).

Mission-driven data used for the annual program review process, known as Planning for Institutional Effectiveness (PIE), is how faculty, classified professionals, and administrations from each College unit evaluates individual program effectiveness. Disaggregated data is provided to units/departments for program review, planning, assessment, and improvement. The PIE process is a comprehensive and consistent process that informs all planning and assessment. As a reporting body to the Institutional Effectiveness Committee, members of the PIE Committee are responsible for implementing and assessing planning processes (**IA.2.8 PIE Committee Purpose and Function**). PIE requires all units/departments to evaluate their accomplishments, examine the impact of internal and external forces on their work, evaluate their effectiveness using data, think critically about outcomes assessment and its impact on student learning and achievement, as well as to plan improvement strategies for student learning and support services (**I.A.2.9 Diagram Overview of PIE process; I.A.2.10 PIE-Student Services: Access & Wellness Manager 2020-2021**).

Analysis and Evaluation

Mt. San Antonio College uses data to determine how effectively it is accomplishing its mission and whether the mission directs institutional priorities in meeting students' educational needs. Through the annual Planning for Institutional Effectiveness (PIE) process, which is driven by the mission, members of the PIE Committee and Institutional Effectiveness Committee provide leadership in the data analysis process to report on progress institutional planning, evaluations, and assessment. Faculty, classified professionals, and administrators use these reports to evaluate how effectively they are accomplishing the mission and to provide direction for improvement.

3. The institution's programs and services are aligned with its mission. The mission guides institutional decision-making, planning, and resource allocation and informs institutional goals for student learning and achievement.

Evidence of Meeting the Standard

The Mission Statement and the priorities derived from that mission guide Mt. SAC's decision-making, planning, and resource allocation process. Mt. SAC has a comprehensive, broad-based ongoing planning and evaluation cycle that is driven by the College mission (**I.A.3.1 BP 3250 Institutional Planning; I.A.3.2 AP 3250 Institutional Planning**). The Strategic Plan for 2021-2025 includes 6 priorities (**I.A.2.5 Strategic Plan**).

- *1: Advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive change in society.*
- *2: Further develop, facilitate, and maintain a physically and emotionally safe and accessible campus environment.*
- *3: Develop and expand strategies for communication about opportunities for students that support retention, persistence, and success.*
- *4: Effectively coordinate human, physical, technology, and financial resources to improve student accessibility, growth, and academic success.*
- *5: Embed environmental, social, and economic sustainability into the work and decision-making process of all areas of campus.*
- *6: Ensure open and authentic communication and coordination among stakeholders to support achievement of all college goals.*

Committees at Mt. SAC practice participatory governance, with representation from all employee constituency groups and students. The College mission and planning priorities drive the work of these committees (**I.A.3.3 Committee Planning Memo**). The work of these committees impacts the development and implementation of programs, degrees/credentials offered, and services that support student learning and achievement through the College's planning processes. These committees oversee and advise the College on issues of governance, operation, academic, professional, and workplace matters (**I.A.3.4 College Committees**).

Integrated planning meetings throughout the year bring together different constituency groups, with the College mission and priorities as the foundation. Out of these meetings, focused plans are developed to address the evolving needs of the student population. For example, bi-annually, a coordination meeting/summit is held with all categorically funded programs and all programs and services identified in the Student Equity Plan and receiving Student Equity and Achievement Program (SEAP) funding to share progress, best practices, and ongoing concerns (**I.A.3.5 Spr 2021 SEEC Summit Notes**). Efforts to combine resources and adopt additional strategies to improve successful Student Equity outcomes are reviewed and developed for implementation. Constituent groups that include administrators, faculty, classified professionals, and students complete this implementation process. Specifically, workgroups

from the Student Preparation, Equity, and Achievement Council (SPEAC) bring constituent groups together to create and enact the Student Equity Plan (**I.A.3.6 SPEAC Purpose and Function; I.A.3.7 Student Equity Plan 2019-2022; I.A.3.8 Student Equity Plan 2022-2025**).

The College mission is central to the budget process. Funds are allocated to support and empower students to achieve their educational goals in an environment of academic excellence (**I.A.3.9 BP 6200 Budget Preparation**). The College carries out this commitment by providing an engaging and supportive teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals (**I.A.3.10 Adopted Budget pgs. 10-20**).

Mt. SAC's program review process (PIE) is directed by the College mission and College priorities. Assessment occurs on multiple levels and is conducted by all departments and service units. They set goals, plan assessments, collect data, and report on the use of results annually. PIE documents contain the College's mission, themes, and priorities derived from the Strategic Plan, as it is the Mission Statement that drives the programs and services offered. The PIE process speaks directly to the themes present in the college mission and priorities, especially in terms of student success (**IA.2.9 PIE-Student Services: Access & Wellness Manager 2020-2021**). Through the annual PIE process, which is guided by the mission, the College analyzes data to report on progress in meeting student learning outcomes (SLOs), program level outcomes (PLOs), and institutional level outcomes (ILOs) (**IA.3.11 ILO Definitions**).

Once implemented, the newly approved baccalaureate program in Histotechnology will provide students with a degree that leads directly to opportunities in the workforce at a high level of skill and compensation, improving their socio-economic standing and providing them with a stable career path. These student learning and achievement outcomes directly meet the mission. A Bachelor of Science Histotechnology implementation workgroup, composed of all constituencies, is guiding the integration of this new program into the decision-making and planning processes of the College.

Analysis and Evaluation

Mt. San Antonio College's programs and services are aligned with its mission which guides decision-making, planning, and resource allocation and informs College priorities for student learning and achievement. The College mission and College priorities guide the work of participatory governance committees as programs, certificates, and degrees are developed to support student learning and achievement through data collection and application. Alignment to the mission and use of data involves connecting ILOs to PLOs to SLOs and through the PIE reporting system of each department and program on campus. The mission drives all planning activities at the College, as reflected in PIE reports, updates to the Strategic Plan, and focused plans which are all part of Mt. SAC's integrated planning process.

4. The institution articulates its mission in a widely published statement approved by the governing board. The mission statement is periodically reviewed and updated as necessary. (ER 6)

Mt. SAC's mission, vision, and core values are central to the work of faculty, classified professionals, students, and administrators, and are displayed prominently on the Mt. SAC website, the catalog, and other regularly published documents (**I.A.4.1 Mission, Vision, Core Values; I.A.4.2 College Catalog Spr 22-23 Addendum**). A transparent and participatory process for reviewing and updating the mission begins with the President's Advisory Council (PAC) which reviews the Mission Statement, Vision, and Core Values annually (**I.A.4.3 PAC Purpose and Function**). A subgroup of PAC, composed of members of all employee groups and students, collaborates and brings suggested updates to PAC. Various constituency groups solicit feedback from their members and bring those suggestions back to PAC. In addition, the President requests feedback from the various committees on campus. PAC reviews and makes final recommendations for changes to the mission to the Board of Trustees for final approval (**I.A.1.3 PAC Approval of Mission, Vision, Values; I.A.4.4 BP1200 College Mission**).

Analysis and Evaluation

Mt. SAC meets ER 6 by publishing its approved mission statement both on the website and in documents such as the catalog. Additionally, using a participatory governance process, the President's Advisory Council annually reviews the College mission, vision, core values, and College priorities, and makes revisions as needed.

Conclusions on Standard I.A: Mission

The College's mission provides the foundational guidance for the institution. The Mission Statement is widely published and frequently evaluated as it defines the College's purpose and guides planning and assessment efforts. The Mission Statement describes the intended student population, the types of degrees and credentials it offers, and affirms the College's commitment to student learning and achievement through its core focus on student success within an equitable and inclusive environment for learning. Data is used in assessing how well the College accomplishes its mission and where institutional priorities, resource allocation, and goal development should be directed to address students' needs. The College's programs and student support services are consistent with the College's mission, as reflected in program reviews and institutional planning in every program, unit, and department across the campus.

Improvement Plan(s)

None

Evidence List

I.A.1

- I.A.1.1 California Education Code 66010.4
- I.A.1.2 BOT Approval of Mission, Vision, Values
- I.A.1.3 PAC Approval of Mission, Vision, Values

I.A.2

- I.A.2.1 Degree Awards Data
- I.A.2.2 High School Feeder Dashboard
- I.A.2.3 RIE Data Dashboard
- I.A.2.4 EFMP Data Section
- I.A.2.5 Strategic Plan
- I.A.2.6 IEC Committee
- I.A.2.7 PIE Committee Purpose and Function
- I.A.2.8 IEC Minutes November 2022
- I.A.2.9 Diagram Overview of PIE process
- I.A.2.10 PIE-Student Services: Access & Wellness Manager 2020-2021

I.A.3

- I.A.2.5 Strategic Plan
- I.A.3.1 BP 3250 Institutional Planning (Update in Spr 23)
- I.A.3.2 AP 3250 Institutional Planning (Update in Spr 23)
- I.A.3.3 Committee Planning Memo
- I.A.3.4 College Committees
- I.A.3.5 Spr 21 SEEC Summit Notes
- I.A.3.6 Student Preparation Equity & Achievement Council Members
- I.A.3.7 Student Equity Plan 2019-2022 (Update in Spr 23)
- I.A.3.8 BP 6200 Budget Preparation (Update in Spr 23)
- I.A.3.9 Adopted Budget pgs. 10-20
- I.A.2.9 PIE-Student Services: Access & Wellness Manager 2020-2021
- I.A.3.10 ILO Definitions (possible update in Spr 23)

I.A.4

- I.A.4.1 Mission, Vision, Core Values
- I.A.4.2 College Catalog Spr 22-23 Addendum (Update in Spr 23)
- I.A.4.3 PAC Purpose and Function
- I.A.1.3 PAC Approval of Mission, Vision, Values
- I.A.4.4 BP1200 College Mission