

GRIT Review

April 22, 2026

Document: Program Review

Department: Engineering

1. Questions regarding:

➤ Access

- Enrollment by ethnicity is comparable to college, although recent numbers show a decline in ethnic and gender diversity in enrollment

➤ Retention

- Outstanding retention rates

➤ Student Success

- Overall, student success is excellent and generally exceeds institutional benchmarks.

➤ Equity

- No questions regarding equity.

2. Promising student support practices

- ENGG flow charts for students and counselors to help them navigate this complex pathway
- Partnerships with MESA and outside organizations to bring in new equipment and opportunities
- Strengthening support of lower level pre-reqs to eventually support higher enrollment in ENGG

3. Important to note

- Could ENGG 110 be a major requirement? Suggest speaking to the Articulation officer to see what is possible

4. Recommendations

- Encourage a conversation with Logan Wood to discuss SLOs and how you might create SLOs that are more meaningful to the department
- Continue outreach and working with MESA to increase ethnic and gender diversity
- Market classes to students to explain how ENGG classes/major connect to current career opportunities
- Consider creating a counseling exploration class related to STEM majors and careers (in collaboration with MESA?)

5. Commendations

- ONR grant collaboration and development of a model used by other colleges
- Collaboration with UCLA and use of new equipment in innovative ways
- NASA Space Grant and internships
- Zero cost textbooks and materials
- High success rates for online, in person

Meeting Outcomes and Action Items

Review sent to: *Erik Dunmire, Jeffrey Reeder, GRIT Committee*

Date: 4/22/26

Follow-up date for chair: None necessary

GRIT

Guidance-Resources-Integration-Transformation



GRIT's Charge: The Guidance, Resources, Integration, and Transformation (GRIT) Committee operates in collaboration with PRAC and the Academic Senate to support College of Marin's commitment to providing equitable opportunities and fostering success for all members of our diverse community. GRIT reviews institutional plans, program reviews, and data to ensure that antiracist practices, equity and access are embedded in all plans and programs and that resources and efforts support overall student success.

Definitions: The following definitions have been adopted by COM as stated in the EMP 2017-2025, p. 18:

Equity: Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

Equity-minded: The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.