

GRIT

Guidance-Resources-Integration-Transformation



GRIT Review

March 25, 2026

Document: Program Review

Department: Kinesiology

GRIT Analysis Guidelines

1. Questions regarding:

➤ Access

- Looking at Enrollment by Race, it appears that enrollment of Hispanic students is consistently low, as compared with Hispanic enrollment in COM overall.

➤ Retention

- Retention data from fall to spring provided by PRIE appears to have numbers of students that are too low to be accurate. The PRIE team will reassess the source and accuracy of data.

➤ Student Success

- DI for males, online students, and students in certain age groups was minimally observed and has shown improvement. Overall, student success is excellent and generally exceeds institutional benchmarks.

➤ Equity

- No questions regarding equity.

2. Promising student support practices

- Zero Textbook Cost program across the discipline

3. Recommendations

- Section 1B: Basic Program Information: recommend deleting the “Kinesiology Summary (notes from data conference with Holly).” Sentences are incomplete and sometimes incoherent. Data seems to be included in a well-summarized manner later in the document.
- Section 1C: Basic Program Information: recommend deleting “Additional Overview of Data Coaching Session Notes”. Sentences are incomplete and sometimes incoherent. Data seems to be included in a well-summarized manner later in the document.
- Consider adding in-person sections for GE courses Health 115, 130, 140 to increase access for those students who prefer in-person instruction

4. Commendations

- Partnership with the Fire Foundry Program
- The accessibility of Kinesiology courses—low cost, minimal prerequisites, and immediate real-world applicability—positions the discipline as an equity driver.

Meeting Outcomes and Action Items

Review sent to: *Kathleen Smyth, Ryan Byrne, GRIT committee*

Date: 3/25/26

Follow-up date for chair: None necessary

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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.