

Welcome. Dear Chabot Community Member,

Welcome to Fall 2023 Program and Area Review! PAR is on a three-year cycle (Fall 2021 is the comprehensive review and planning year; Fall 2022 and Fall 2023 are annual update years). This is the second "Update Year" in which you will need to reflect on aspects of your own PAR submissions and the overarching campus trends from the Fall 2021 Comprehensive PAR and Fall 2022 Update PAR Years. Please collaborate with your dean/manager to receive feedback before entering your PAR responses here (and for resource requests, enter into [Cognito](#)).

Thanks,
The Program and Area Review Committee

*Please remember that Qualtrics is not a collaboration tool and partial responses can get lost. You should only enter your PAR into Qualtrics once you have finished the steps of collaborating with your program/area teammates and/or your Dean/manager and have a final draft.

Is your PAR ready to submit as a final draft?

Yes

No

Q2. Background Information

Q3. Name of Your Program/Discipline/Area/Service, Division, and Organization Unit

Name of Program, Discipline, Area or Service

Division

Organizational Unit

Q4. If you selected "Not Listed" in the previous question, please enter your Program/Discipline/Area/Service name here

This question was not displayed to the respondent.

Q5. Name(s) of the person or people who contributed to this review:

Jasmeet K. Dhaliwal, Safiyyah Forbes (Dean)

Q6. Which PAR Template (word template) did you fill out?

*Please check this [list](#) to make sure that you filled out the correct template.

- Academic Programs
- Student/Admin Services/Office of the President

Q7. Campus-Wide Issues

Q38. Reflections on Annual Priority Progress in Academic Year 2022-23

Context: The Planning and Resource Allocation Committee (PRAC) establishes [Annual Planning Priorities](#) based on collegewide trends in PAR responses, experiences from grant and categorical fund managers, and issues raised in PRAC. In brief, the planning priorities for 2022-2023 were to:

- 1) Develop support networks to link students to Pathway Success Team members and services;
- 2) Expand Chabot's connection to the external community to expand students' access to basic needs support and work-based learning opportunities and careers; and
- 3) Improve student interfaces (e.g., marketing, website redesign, virtual ways for students to access services).

Question: What progress did you see in any of these annual planning priorities?

1) The Guided Pathway framework is a valuable resource. As a department, we are currently working with the Geography department to initiate a guided-pathways that would link our programs together, allowing students to choose among different tracks across Geology, Environmental Science, Geography and Environmental Studies, both STEM and non-STEM.

Q39. **Question:** If you could advise college decision makers how to make better or more efficient progress on any of these annual planning priorities, what would you say?

2) Chabot's link to the external community could be greatly strengthened through formal outreach programs, perhaps even an office of outreach. Such an approach would not only provide our students with work-based learning opportunities, but help them become leaders and teachers, which will benefit them in their careers. To support student involvement, it would be beneficial to formalize a student stipend or hourly compensation for outreach work. 3) As a department, we have not been approached by web services to expand our programs. We have limited support from the STEM center as well as our classes are being relaunched and we have a limited pool of potential tutors. A check-in with marketing and web services for each department every semester would be valuable for helping departments improve their student interfaces.

Q8. **Context:** For 2023-24, PRAC put forward [seven recommendations](#) for consideration based on their analysis of the [Fall 2022 Program and Area Synthesis Statement](#) and the [Mission Critical Priorities](#) in the Ed Master Plan, experiences from grant and categorical fund managers, and the 2022-23 President's College Planning Initiatives.

Question: How important do you believe it is to address the following issues to support Chabot in carrying out our mission? Please drag the response options and order them from most important (1) to least important (7).

Access and implement post-pandemic college policies and procedures to respond to the needs of students and employees

1

Improve student access from application to registration

2

Dedicate resources for implementation impending mandates, such as Cal-GETC, AB705/1705, etc.

3

Build an accountability structure for recommendations that have college-wide scope to ensure continuous improvement

4

Affirm and improve program and area review resource requests to reduce inappropriate or duplicate resource requests

5

Scale successful practices from grants, categorical endeavors, and learning communities

6

Improve fluency with business and HR processes

7

Q9. Question: If you believe there is an important issue to address to carry out the college mission that is NOT mentioned in the previous list, please describe below (optional).

Q10. Reflections on Goals Established in Fall 2021 PAR

Q11. Context: In Fall 2021 PAR (the last comprehensive PAR year), after reflecting on data, you established program/area goals to support continuous program improvement and/or the college mission. This [spreadsheet](#) lists the goals that you first established in Fall 2021 and updated or confirmed in Fall 2022.

Question: Keeping in mind, you only have one year left in this PAR cycle to accomplish these goals, please take a look at your goals to determine:

- All goals are still relevant and nothing needs to be changed or added.
- All goals are still relevant, but I would like to add an additional goal. (Please fill in your new goal, so we can update the spreadsheet.)

- Some goals are relevant and some need to be changed. (Please explain below, so we can update your goals in the spreadsheet.)

Goal 1: Hiring a full-time faculty has been successfully completed
Goal 2: This goal of working with faculty across disciplines has only just started and will be ongoing for several more semesters. This goal should focus on developing shared curriculum through the lens of sustainability and climate.
Goal 3: Building novel courses in the Earth & Environmental Sciences that will be strongly focused on outdoor field studies or hands-on research activities (such as work on the Scanning Electron Microscope, which was recently acquired at Chabot College). Herein, the department hopes to develop multi-day field courses that would include overnight camping.
Goal 4: (new goal) Build the Earth & Environmental Sciences program, particularly through increasing enrollment in GEOS and ENSC classes, by liaising with Chabot College administrative offices, related departments and programs on campus.

- None of our goals are still relevant. We need to update all of them. (Please provide us with your new goals, so we can update your goals in the spreadsheet.)

Q12. Context: You established goals in Fall 2021 and presumably are well underway in working on these goals. You will be asked to report on the outcomes of these goals in the first year (Fall 2024) of the next comprehensive PAR cycle (PARs submitted in Fall 2024-Fall 2026).

Question: What are the statuses of your program's/area's goals right now?

- All goals are achieved.
- Some goals are achieved and some are in progress.
- All goals are in progress.
- Some goals are in progress and some are not started.
- No goals are started because... (please explain in text box below).

Q13. Context: To assess how well you are doing with respect to meeting your program's/area's goals, you included and/or updated [expected goal outputs and outcomes](#) in your Fall 2021 and Fall 2022 PARs.

"Outputs" are direct short-term results like # of students served, workshops held, etc. Longer-term goals might also have expected *outcomes*. "Outcomes" are longer-term results, like course success rates or degrees earned. Goals are often measured by whether "outputs" or "outcomes" are achieved. The Office of Research, Planning and Institutional Effectiveness (ORPIE) posts a variety of data for programs/areas to assess goal "outcomes": [enrollments and success rates](#), [enrollment management](#), [success rates of online vs hybrid vs face-face-classes](#), [degree and certificate awards](#), and [more](#). To request additional data for goal assessment, please fill out a [research request form](#) by Friday September 22, 2023. ORPIE will process requests in the order received. ORPIE will let you know whether they have the requested data and/or how your program/area could collect your own.

Question: So far, what is going well regarding completing your program's/area's goals? Please include reflections on achievement of outputs or outcomes.

Goal 1: Output—A Full Time Faculty has been hired Goal 2: Output—The full time faculty started in January 2023, and is currently working with other faculty to develop and submit several courses to the Curriculum Committee for the Fall 2023 deadline. While conversations started in Spring 2023 semester, this work has significantly ramped up this semester as the new full-time faculty has become more acquainted with fellow faculty and become more adept at the Meta curriculum system.

Q37. Question: What are some challenges regarding completing your program's/area's goals? Please include reflections on challenges with producing outputs or outcomes so far.

Goal 1: N/A Goal 2: The major challenge in developing curriculum has been for the full-time faculty in Earth & Environmental Sciences to have (a) enough reassign time and (b) enough interest and contributions from fellow faculty. While the conversations with fellow faculty have helped the Earth & Environmental Sciences program to better understand the needs of Chabot and develop ideas for valuable courses, the majority of the work of building curricula, creating it in Meta and managing the proposal is still coming from the single full-time faculty hire.

Q14. Student Learning Outcomes (SLOs) and Program Learning Outcomes (PLOs)

Q41. Context: Assessment for SLOs and PLOs happens at varying times of year on a five-year cycle. SLO and PLO assessments are submitted in CurricUNET/META. Please take a look at the [SLO Completion Report*](#) and the [PLO Completion Report*](#) to answer the questions below. If you have any questions about how to find your prior assessments, please email the co-chairs of Outcomes and Assessment Committee Julie Coan (jcoan@chabotcollege.edu) and Safiyyah Forbes (sforbes@chabotcollege.edu), or the curriculum specialist Meray Aghyarian (maghyarian@Chabotcollege.edu).

Q15. Question: Is the assessment for all SLOs in your program up to date?

- Yes
- Almost. We just need to assess SLOs in 1-3 courses. (Please fill in courses due for SLO assessments and the date you plan to complete those.)

At present, we are up to date on SLOs except for ENSC 15 and 15L, but we do not expect to offer this class for a few semesters. However, as we are offering classes for the first time (GEOS 11 and 11L) and reviving classes (ENSC 11), we plan to assess SLO's for these classes at our earliest opportunity. That said, the SLOs for GEOS 11, 11L and ENSC 11 are all up to date.

- No. We have to assess SLOs in 4 or more courses. (Please fill in courses in need of SLO assessments and the date you plan to complete those.)

Q16. Question: Has your program completed a PLO assessment in the last five years?

- Yes
- No. Please explain why and include when you will complete the updated PLO assessment.

This program is new and hence has not had the opportunity to establish PLOs yet. Once PLOs are determined, the department will aim to assess them on the correct timeline. Before developing PLO's, we would like to revisit the Environmental Sciences as well as establish a draft for the Geology degree at Chabot. After finalizing these degrees, we will plan to establish the PLO's for both ENSC and GEOS. We anticipate that PLO's will be developed by the end of Fall 2024 for both programs.

Q17. Context: Chabot strives to continually improve how we serve students and the community (assessment and continuous improvement are also requirements for accreditation). In your SLO assessments in CurricUNET/META, you are asked: "Based on assessment results, what actions might your discipline take to improve student learning?" Similarly, in the prior PLO assessments you were asked to describe "recommended changes/actions," and in the updated PLO assessments you are asked, "What are you planning to start doing, stop doing or change in order to continuously improve your program?" In the comprehensive PAR year (not this update year), you will be asked to report back on how your actions to improve SLOs and PLOs impacted student learning. In this update year, we are simply reminding you that your actions and plans to improve student learning, based on SLO/PLO assessment results, should be underway.

If you want to see how you responded to these SLO/PLO continuous improvement questions:

- Go to the [SLO Completion Report](#) and the [PLO Completion Report](#).
- Look up your program by division, subject, and program name. There will be a hyperlinked "x" in the column for the year in which you submitted your SLO/PLO assessments.
- Click on the "x" and you can look up what you submitted as plans for SLO and PLO continual improvements (i.e., your responses to the questions on actions to improve student learning and continuously

improve your program).

If you have any questions about how to find your prior assessments, please email the curriculum specialist Meray Aghyarian (maghyarian@chabotcollege.edu).

Question: Please check one of the following boxes to describe how your discipline is doing with regards to plans/actions for improving student learning based on SLO/PLO assessment data.

- Great! We have made significant progress in implementing our plans to improve student learning and our program.
- Good. We have started some actions, but we still have work to do.
- Not so good. We haven't started yet. Please fill in your plans to address below. (Example fictitious response: "Based on our SLO assessment in Fall 2021, we decided we wanted to build lessons specifically geared towards boosting students' scientific writing skills. But with Covid-19 hitting and having to constantly pivot with online and face-to-face modalities, we just haven't had time to work on the lesson plan. In our discipline meeting this December, we will invite all full-time faculty, part-time faculty and our Dean and we will put together a team to work on the lesson plan.")

The ENSC program was without a full-time faculty for some time, as a result we are now working to re-establish the program and all courses developed will be assessed within the assessment time-frame. In addition, the GEOS program is new. This response is relatively neutral because we have only one prior report for ENSC 15 and it simply stated that from SLO assessments, students need more online tutoring and teachers need more support for online teaching. Given the current resources at Chabot, there is a significant online tutoring and related support for students on our campus, as well as many frameworks to guide and support faculty in successful online teaching. That said, this is the only SLO assessment found, and given that this program is being established, there is probably significant room for determining further student and faculty needs, improvement and growth.

Q18. Service Area Outcomes (SAOs)

This question was not displayed to the respondent.

Q19. Context: At least two Service Area Outcomes (SAOs) should be assessed once every five years. Please take a look at the [SAO 2022 Assessment Update Spreadsheet](#) to answer the following.

Question: Please check the statement that best describes your program's/area's SAO assessments.

This question was not displayed to the respondent.

Q20. From Goals and SLO/PLO/SAO Continuous Improvement Plans to Resource Requests

Q21. Context: The basis for Chabot's resource allocation process is grounded in reflections on: 1) PAR goals, 2) plans for improving student learning that are grounded in SLO and PLO assessment results, and 3) SAO assessment results. Please consider what augmentations or new resources might be needed to achieve: 1) your PAR goals, 2) plans to improve student learning, and/or 3) reach SAOs.

Question: Which of your PAR goals, plans for improving student learning, and/or plans for reaching SAOs will need augmented or new resources?

****Note** you will still need to enter resource requests into Cognito after submitting your PAR on Qualtrics.

PAR Goal #2: This department will likely need reassign time for several more future semesters to justify the amount of work in building new courses, particularly those across disciplines that will be focused on increasing sustainability and climate awareness on Chabot's campus. PAR Goal #3: In this goal, we would need significant funds to support outdoor field courses, particularly those that are multi-day with overnight camping (requiring transportation, equipment and food for students). These courses would significantly increase student-engagement and therefore the additional funds would improve student learning.

Q22. **Optional: Campus-wide Reflection on Current Issues**

This optional section of the update-year PAR contains question(s) on current issues impacting our campus.

Q40. Question: Though slowly improving, Chabot's enrollment is far from reaching pre-COVID-pandemic levels. This impacts our funding. What are your thoughts on how we should respond? (e.g., ensuring smooth process for students from application to enrollment, mass retention campaign, mass marketing, planning for a smaller college, providing in-person/hybrid/hyflex course instruction and service delivery, other?)

There needs to be significant investment in transportation infrastructure to ensure that students can commute to Chabot College reliably on public transport. This would mean frequent shuttles from Hayward BART station. Currently, there is a strong focus of student enrollment on online courses because so many of our students are taking Ubers to school, and if they can avoid the fare, they will, because they need the money for so many other things.

Q43. Question: As you know, President Cooks assumed the role of Chabot's 10th College President on August 1, 2023. If your program/area could tell President Cooks one thing he needs to know about your program/area, what would it be?

President Cooks, this could be the program that opens the door for students from historically-excluded communities and transform the future of the Earth and Environmental Sciences to become so much more diverse and inclusive that it has been or is now. If we can create a sense of belonging through growing our program and innovative teaching methods, including field-based and research-laboratory based courses, our students at Chabot could believe and one day become the leaders at USGS, NASA and research universities around the world, investigating the farthest reaches of outer space and the deepest oceans on Earth and everything in between.

Q24. Thank you for completing the annual update questions for the Fall 2023 PAR! **But WAIT!! You might not be quite done yet...**

Resource Requests: Have you completed all your resource requests? If not, go to the [Resource Requests Form](#) to add or update requests for: contracts and services; equipment; facilities; human resources; professional development, travel and conferences; supplies and software; or technology.

Location Data

Location: ([37.6403](#), [-122.0667](#))

Source: GeolIP Estimation

