

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:

Kay Fischer, Ismael Illescas

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 - Guided Pathways - We see that the Student Success teams are forming, meeting, and developing clear goals and steps in creating and supporting pathways #2 - We notice expanded support services and appreciate email updates on mental health services (CARES) for our students, and immigrant support networks and resources via the work of the Dream Center and El Centro

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?

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).

Improve student access from application to registration

1

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

2

Access and implement post-pandemic college policies and procedures to respond to the needs of students and employees	3
Dedicate resources for implementation impending mandates, such as Cal-GETC, AB705/1705, etc.	4
Improve fluency with business and HR processes	5
Build an accountability structure for recommendations that have college-wide scope to ensure continuous improvement	6
Affirm and improve program and area review resource requests to reduce inappropriate or duplicate resource requests	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.)

- 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.

1. Overall Success Rates - overall success rates in Ethnic Studies has increased by 10% between Fall 2020 to Spring 2023: the overall success rate in our discipline went from 70% in Fall 2020 to 80% by Spring 2023. 2. Success Rate by Race and Ethnicity - We see a steady rise in success rate in our discipline for the majority of our students along the lines of race and ethnicity with the exception of African American students: African American success rate in our discipline dropped by 1% from 67% in Fall 2020 to 66% by Spring 2023; Asian American success rate in our discipline rose by 6%: from 80% in Fall 2020 to 86% in Spring 2023; Filipino/a/x success rate in our discipline rose by 4% from 84% in Fall 2020 to 88% by Spring 2023; Success rate in our discipline for our Latinx students rose dramatically by 12% from 63% in Fall 2020 to 75% in Spring 2023; The success rate in our discipline for Multiracial students also rose significantly by 9%, from 74% in Fall 2020 to 83% in Spring 2023; Pacific Islanders success rate in our discipline also rose by 7%; from 70% in Fall 2020 to 77% by Spring 2023; And the success rate in our discipline for White students rose by 3% from 80% in Fall 2020 to 83% by Spring 2023. 3. Enrollment management - We see consistently high WSCH/FTEF ratio: average of 562 from Summer 2020 - Spring 2023; average of 662 for PACE courses; average of 522 with FYE course offerings in Ethnic Studies - this seems to align with our division average 4. Online vs. F2F - In Fall 2022, our hybrid and asynchronous courses had a higher success rate. The success rate for F2F courses depended on the course, ranging from 68% in ES 1 to 86% in ES 42. The W rate for ES 1 asynchronous was 14% compared to 3% for F2F ES 1 courses. But the success rate for ES 1 in Spring 23 were equal at 78% for both in-person and asynchronous courses. Overall, the success rates for F2F ranged from 67% to 96% and 85-89% for hybrid courses 4. Degree/certificates awarded - the degrees awarded in Ethnic Studies (which includes 3 certificates, 4 AATs, and 1 AA) have steadily increased, starting with only 1 in 2017-2018 and 12 degrees awarded in 2022-2023. We noticed no degrees in AAT Social Justice: Chicano Studies, Asian American Studies, nor African American Studies have been awarded 5. More: As for Ethnic Studies majors declared by Chabot College students, there's almost twice as many majors in 2022 with 33 compared to 17 in 2013. But the number has gone down from 61 in Fall of 2019 and 58 in Fall of 2020.

**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.

We've noticed that it's challenging to maintain communication with declared majors to make sure they're meeting degree requirements and GE requirements. We're looking into developing a Canvas site to communicate regularly with majors, as email communication hasn't resulted in much success. Currently more emphasis has been placed on meeting Area F requirements, as the process is challenging and we've had to rewrite our courses to meet state and CSU expectations. The process hasn't been very transparent and we've had to resubmit courses for Area F evaluation multiple times.

#### 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](mailto:jcoan@chabotcollege.edu)) and Safiyyah Forbes ([sforbes@chabotcollege.edu](mailto:sforbes@chabotcollege.edu)), or the curriculum specialist Meray Aghyarian ([maghyarian@Chabotcollege.edu](mailto: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.)

- 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.

**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:

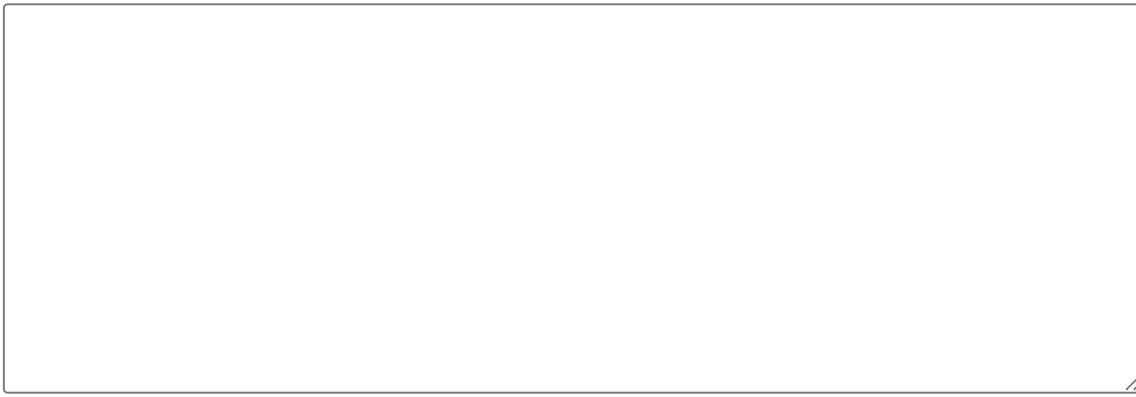
- Go to the [SLO Completion Report](#) and the [PLO Completion Report](#).
- Look up your program by division, subject, and program name. There will be a hyperlinked "x" in the column for the year in which you submitted your SLO/PLO assessments.
- Click on the "x" and you can look up what you submitted 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](mailto: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.")



### 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.

Reassign time or CAH for faculty to have time to develop and propose intro level Ethnic Studies courses; augment degrees and courses according to Area F/7 requirements, Title V mandates related to ethnic studies, to develop courses that meet upcoming C-IDs in our discipline and new ADTs in our discipline CAH/F-hour for faculty to participate in learning communities to support student learnings - ie Movement, RISE, Umoja, Puente

### 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?)

Free parking at Chabot College Make tuition free for all students At least consider a task force to explore the potential or possible effects of free parking and/or tuition Update Class-Web interface to something more phone friendly - we've found that students are confused, might get discouraged if they can't figure out how to add Continue offering hybrid and online courses - seems like this isn't going away and these courses have higher enrollment (event waitlists) Continue offering resources to support transition to OER Bottom line: reduce cost for students as much as we can - our students are struggling with food, housing, employment, etc.

**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?

We think our Ethnic Studies Summits have supported our program goals of developing Ethnic Studies, creating pipelines and relationships with local high schools and 4-year colleges, and demystifying what our discipline is about. This is particularly crucial as Ethnic Studies is now part of the CSU and UC General Education, and part of Title V and Cal-GETC pattern. However, it's been challenging to secure enough funding to support the organizing of this summit, which has served 150-200 students in person and hundreds more online. We really appreciate the support we've received from President Cooks for our program and our summit. Can we discuss with President Cooks about how we may institutionalize the cost of this successful outreach event at Chabot college so that we can continue to offer this event every Spring?

**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:** [\(37.8487, -122.2209\)](#)

**Source:** GeolIP Estimation

