

Q1.

Dear Deans/VPs,

This is where you enter the data from your Deans PAR template. Please plan to enter your data all at once! We do not have control over the Qualtrics server and do not want you to lose your work.

Please reach out to the PAR Tri-Chairs if you have any questions:

Brian Goo bgoo@chabotcollege.edu, Na Liu nliu@chabotcollege.edu, and Simon Abramowitsch sabramowitsch@chabotcollege.edu.

Q2.

Name of Your Area/Division:

Health, Kinesiology, and Athletics Division

Q3. Your Name:

Matt Lee

Q4.

Campus-Wide Issues

Q32. Programs in your division/area were asked to rank the [seven recommendations](#) PRAC put forward. Please review your [Division/Area Summary Data Report](#) (these reports aggregate all responses from programs in your division/area). Based on their responses and your own experiences, in ranked order, what do you believe are the top 3-5 campus-wide issues that deserve immediate attention?

Issue # 1

Dedicated resources for implementation of impending mandates (i.e. Cal-GETC, AB705/1705 etc.). Specifically, what resources and strategies for enrollment are available to ensure KINE, PEAC, HLTH are attractive disciplines for students.

Issue # 2

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

Issue # 3

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

Issue # 4 (optional)

Although not part of the 2023 seven (7) recommendations put forward from PRAC, "Staffing Issues: Work with the district to further investigate hiring obstacles and collaboratively create policy solutions" continues to be the greatest obstacle for the HKA division (fall 2022 PAR submission ranking number 1).

Issue # 5 (optional)

Q33.

Service Area Outcomes

Q5. 1. Are there any programs/services/areas with service area outcomes in your division/area?

Yes No

Q6.

Please refer to your [Division/Area Summary Data Report](#) from Qualtrics. Service areas were asked the status of their SAO assessments. Have all service areas within your division/area assessed two SAOs in the past five years, *in which assessments included plans for continuous improvement*?

Note: To directly look up a service area's SAO assessment results, use this [SAO 2022 Assessment Update SPREADSHEET](#).

This question was not displayed to the respondent.

Q7.

If not, by when do you believe you can support the service areas in your division/area with filling out the [SAO 2023 Assessment Updates Survey](#) in Qualtrics?

This question was not displayed to the respondent.

Q8.

Learning Outcomes Assessment Results

Please refer to your [Division/Area Summary Data Report](#) from Qualtrics and the [SLO Assessment Report](#) to answer the following questions.

Q29. Are there any programs/services/areas with **student learning outcomes (SLOs)** in your division/area?

Yes No

Q25. Is assessment for all SLOs in your division/area up to date?

Yes No N/A

Q9.

If not, by when do you anticipate being able to support faculty in your division/area with completing this process? (Or for VPs, how will you support the Deans to get this task completed?) Do you have concerns you would like to share?

End of 2023-2024 Academic Year. Of a total 852 courses, 99% have been assessed, with 1% action required (10.25.22). Emergency Medical Services is currently working on EMS 4. Health and Nutrition is currently working on HLTH 8 (anticipated completion date fall 2023).

Q27. Please refer to your [Division/Area Summary Data Report](#) from Qualtrics and the [PLO Assessment Completion Report](#) to see how many Certificate and Degree Programs in your division assessed PLOs in the 5-year cycle. Programs who did not submit a complete PLO assessment are highlighted in pink.

Q28. Is assessment for all PLOs in your division/area up to date?

Yes No N/A

Q29.

If not, by when do you anticipate being able to support faculty in your division/area with completing this process? (Or for VPs, how will you support the Deans to get this task completed?) Do you have concerns you would like to share?

Q11.

Reflections on Goals & Future Planning

Context: In their Fall 2021 PARs, programs in your division/area established goals to support continuous improvement in SLOs, PLOs, SAOs, meeting the college mission, or mission critical priorities in the Educational Master Plan. Please review the [Division/Area Summary Data Report](#) to see how programs in your division/area responded to the question: what is going well and what are some challenges regarding completing your programs/area's goals?

Q31. What trends in their accomplishments stand out regarding completing your division/area's goals?

The HKA disciplines have made remarkable strides in achieving their goals. General trends in accomplishment include, but not limited to: access to facilities mirroring industry workplace, high success rates for cohort-based programs, and meeting accreditation standards. 1. Dental Hygiene Simulation Lab: This facility has proven incredibly beneficial for hands-on learning. The four stations mirroring clinical settings provide a safe environment for students to learn instrumentation skills before practicing on patients. As a result, students enter clinical settings with enhanced confidence and preparedness. 2. Emergency Medical Services (EMS): The creation of an EMS PE class and the extension of hours in the EMT course demonstrate proactive steps in preparing students for employment. Aligning the course with county EMS standards ensures students are well-versed in the necessary skills and equipment. 3. Health and Nutrition Courses: Consistent enrollments, especially during the pandemic, reflect the relevance and popularity of these courses. Success rates, particularly in face-to-face formats, exceed the college average. Understanding preferences for asynchronous or in-person platforms helps tailor course delivery to student needs, as seen in the preference for either fully online asynchronous or in-person formats. 4. Nutrition & Dietetics and Public Health Sciences: Substantial increases in declared majors for both fields indicate growing interest and recognition among students. The steady enrollment and graduation rates in Public Health Sciences signify sustained interest and potential for growth. 5. Medical Assisting: While a modest increase in male enrollments occurred, the introduction of an evening and weekend cohort addresses accessibility concerns for students with work or childcare commitments during the week. 6. Nursing: The consistently high NCLEX pass rates even during the pandemic and the successful transition of graduates into employment reflect the program's quality and efficacy in preparing nursing professionals. Overall, these accomplishments demonstrate adaptability, responsiveness to student needs, and a commitment to maintaining high standards across various programs within the institution.

Q13. What trends regarding challenges stand out regarding completing your division'/area's goals?

Several consistent themes emerge across these departmental challenges. 1. Resource Limitations: Multiple departments face challenges due to limited resources, whether financial constraints hindering the development of facilities like the Chabot Student Health Center in Dental Hygiene, or the lack of resources allocated for marketing, guidance, and recruitment efforts in Emergency Medical Services, Medical Assisting, and Kinesiology & Athletics. The Nursing Retention grant has seen an estimated fifteen percent (15%) decrease in available funding due to attrition. 2. Adaptation to Changes: Changes in academic requirements, transfer models, or industry standards impact Health and Nutrition (Master's degree requirement for Registered Dietitian Nutritionist credentials), Emergency Medical Services (establishing certificate and AS degree for program success metrics), and Nursing in accordance to the Board of Registered Nurses faculty minimum requirement. Adapting to changes poses HR challenges in hiring, planning, and program development. 3. Communication and Outreach: Challenges with identifying, following up, and communicating with students within the respective disciplines are evident in Health and Nutrition and Nursing. There's a need for improved systems to track and engage with students who declare majors, change majors, or leave college. Lack of available funding for Guided Pathways Health and Wellness areas poses challenges to recruitment and retention. 4. Visibility and Marketing: The HKA Division is missing out on an opportunity to increase its visibility within the service area. Inadequate marketing efforts highlight the need for improved promotional strategies and dedicated resources for recruitment and outreach. 5. Personnel Challenges: Nursing and Emergency Medical Services encounter faculty-related challenges, including attrition rates, unexpected resignations, and shortages in faculty. These issues can significantly impact program delivery and student intake. Addressing these consistent themes across departments might involve strategies like securing additional funding, implementing better tracking systems, adapting curricula to meet evolving standards, enhancing marketing efforts, and focusing on retention strategies amidst personnel challenges.

Q17. **Program Maps**

Q18. 1. Have all program maps been updated in your division/area?

Yes No N/A

Q20. 2. If not, by when do you believe you can support the programs in your division/area in completing their maps? Please share the [Review Your Program Map](#) document and [Program Map Review Feedback form](#) with faculty in your area to provide updates for maps. If faculty members need support to update program maps, they can reach out to Heather Oshiro hoshiro@chabotcollege.edu.

End of 2023-2024 academic year. The HKA Division would like to invite Heather Oshiro to a monthly HKA Division meeting.

Q21. **Summary Analysis**

Q34.

Please provide a summary of your division's/area's **key contributions/ major achievements** since the Fall 2022 Update Year PAR. (300 words)

In Dental Hygiene, the newly implemented SIM Classroom has revolutionized student learning. Providing hands-on experiences with advanced manikins, it has significantly enhanced both first and second-year students' preparedness for clinical care. The room's versatility as a smart classroom amplifies its functionality, yet challenges remain in unmet goals requiring interdisciplinary collaboration and substantial funding commitment for developing new spaces or buildings. Emergency Medical Services has relocated to the Hayward Fire Tech facility. This move has fostered collaboration, with early discussions on curriculum development in paramedicine. In Health and Nutrition, strides have been made toward making courses Zero Textbook Cost (ZTC), positively impacting student success by providing free course materials. Kinesiology & Athletics – 6.16 (cc) Approval of Award of Contract with Robert A. Bothman Construction for Design-Build Pre-Construction Services, Athletic Stadium, Football and Track Project at Chabot. Medical Assisting has successfully initiated a second cohort, albeit with ongoing adjustments and challenges in enrollment and success rates due to COVID impact. Marketing strategies targeting male students are in the pipeline for improvement. Nursing stands out with consistently high NCLEX pass rates and successful graduate transitions despite the pandemic. Acquisition of the Nursing Educational Investment Fund (NEIF) Grant awarded 2023-2025.

Q22. Please provide a summary of your division's/area's **greatest challenges** since the last Fall 2022 Update Year PAR. (300 words)

The following disciplines continues to face challenges in funding, staffing, and adapting to changing circumstances which require concerted efforts from multiple levels for resolution. Emergency Medical Services - Ongoing uncertainties of hiring hinder strategic planning and curriculum development. Nursing – High attrition rates, unexpected faculty resignations, and regional faculty shortages remain significant challenges impacting program continuity. Health & Kinesiology – the impact of Cal-GETC and removal of Area E – Lifelong Learning will greatly impact KINE, HLTH, PEAC, HEAG, enrollment and course offerings. Athletics – Unexpected faculty resignations from full-time coaching positions and need of women coaches. The need to re-consider the role, responsibilities, and impact of Head Coaches within Athletics. HKA Division – the need to refresh the website to include facility, student/faculty/staff testimonial, and high success rates is greatly needed. The ability to modernize communication will meet students and hiring candidates where they are at, welcoming them into our service areas before setting foot on campus.

Q23.

Goals and Resource Requests for Your Dean's/VP's Office

Context: Your office also established goals, please look at [this sheet](#) to see the goals that you first established in Fall 2021 and updated or confirmed in Fall 2022.

Q35. So far, what is going well regarding completing your office's goals? Please include reflections on achievement of outputs or outcomes.

Reflections from Goals. Goal 1 – Continue strategies of intentional training and workshops for DI groups within Athletics. The Nursing Educational Investment Fund (NEIF) Grant is a huge step forward in building patient trust through diversifying the Chabot Nursing Pipeline and implementing holistic admissions review process. Goal 2 – On-going collaboration with the Dean of Special Programs to identify best practices for improving academic support (tutoring, holding financial aid workshops, training sessions). Goal 3 – Consider creating an Emergency Medical Services Degree, Paramedicine Certificate in collaboration with the Applied Technology & Business Division, and identifying on-going apprenticeships opportunities with Allied Health agencies such as the Health Professions Pathways Program (HPPP).

Q24. What are some challenges regarding completing your office's goals? Please include reflections on challenges with producing outputs or outcomes so far.

Challenges from Goals. Goal 1 – Addressing the on-going Nursing faculty shortage due to lower competitive salaries versus industry salary minimums, shortened work week schedules, ability to claim overtime pay, and inflexible class-working schedules. Goal 2 – Establishing specific cohort support without first identifying a budget. Goal 3 – Identifying faculty for curriculum development, establishing marketing efforts to build student engagement.

Q39. *Note: if you need to amend one of your office's PAR goals, please email the adapted goals to Na Liu nliu@chabotcollege.edu

Context: You will need to enter resource requests for your own division's/VP's offices into [Fall 2023 Resource Request Submissions](#).

Q36. How do these requests support the goals in your division/area?

The request for a robust marketing-video campaign aligns with all three (3) Goals set forth by the HKA Division in support of student enrollment and attracting faculty/staff to be part of the Chabot College community.

Location Data

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

Source: GeoIP Estimation

