

Comprehensive Program Review Report



Program Review - Ethnic Studies

Program Summary

2022-2023

Prepared by: Jillin Elizondo & Octavio Barajas

What are the strengths of your area?: Taking into consideration the fact that the Sequoias Community College District is a minority serving institution with a district total of 72% students identifying as Hispanic (2021 Giant Fact Book), it is crucial to continue to offer courses through the COS Ethnic Studies department that represent our student population and interest.

Taking a look at enrollment rates across all Ethnic Studies courses offered there has been a rise from 329 census enrollments in the 2020-21 school year to 777 census enrollments in the current 2022 school year. The rise in enrollment can be attributed to the implementation of assembly Bill NO. 1460. Beginning in the 2021 - 2022 school year, California State Universities have been required to offer courses in Ethnic Studies as part of the graduation requirement. This bill requires students to take an Ethnic Studies course as a graduation requirement beginning with the graduating class of 2024-25. This bill is directly linked to the COS Ethnic Studies department as the number of students who transferred from COS to a CSU in the 2020-2021 school year was nearly 70% (Giant Fact Book). COS is among the few community colleges that has the ability to offer five or more transferable Ethnic Studies courses and students are clearly registering in efforts to complete this requirement before transferring. To elaborate on the dramatic increase in our courses in the Fall of 2021 there were only 6 sections of Ethnic studies taught, compared to the current Fall 2022 which includes 16 sections offered to meet student demand.

What improvements are needed?: Course success rates is an area that presents a challenge to the Ethnic Studies department. Taking a look at the 2021-22 school year, success rates declined to 69.7% when compared to previous 78.5%. Focusing on ETHN001 and taking into consideration the instructional methods in the 2021-2022 school year, face- to- face classes have taken a downward projection in student success rates to 76.2% compared to 84% in the previous 2020-21 school year. Online courses appear to have an opposite response with a success rate of 76.7% when compared to the previous year's rate of 57.1%. ETHN 002 has also had higher success rates in the online format 81.3% in the 2020-21 school year compared to the face- to- face method with a success rate of 62.5% in the 2021-2022 year. Overall, success rates lie at a grand total of 69.7% , with face-to-face at 75.2% and online method at 66%.

It is also important to take note of the Full-time equivalent students (FTES) to full-time equivalent faculty(FTEF) ratio. The district wide target of full time students to full time staff is 17.5. In the 2021-22 school year that ratio has increased to 22.85 (FTES/FTEF) from 14.95 in the 2020-21 school year. This represents the increase of full time students present in the classroom & the lack of full time faculty to serve these students. Narrowing in on the amount of full-time equivalent students in the 2021-22 school year; FTES has grown to 77.70 compared to 32.9 in the previous year. The amount of full-time students enrolled in our courses has more than doubled! This highlights the need for additional faculty to be able to keep up with the course demands and enrollments of students in Ethnic studies courses.

Advocating for student success by making students aware of services offered by COS such as the Access and Ability center, tutoring services, free hotspots and computers, working with students and being understanding to certain situations (covid-19) can all contribute to increased student success. Offering a variety of teaching methods such as an increase in online courses, is another area that can help students who work full-time.

Describe any external opportunities or challenges.: A significant challenge that is present in the Ethnic Studies department is the lack of full time faculty to meet the demands of increased student enrollments. The passage of Assembly Bill 1460 that was signed by governor Newsome in 2020 requires the completion of a 3 unit course in Ethnic Studies, as a graduation requirement

for California State Universities beginning with the class of 2023-2024. The passage of this policy has directly affected the department of Ethnic studies at the College of the Sequoias with an increased enrollment of students throughout all Ethnic studies courses offered. Taking a look at enrollment rates, there has been a rise from 329 enrollments in the 2020-21 school year to 777 enrollments in 2021- 22 school year. Just to highlight the demand that is already clearly present the fall of 2022 alone reports 666 enrollments.

This significant increase of students in Ethnic studies courses can also be attributed to the July 2021 decision made by the Community Colleges Governing Boards that requires students seeking an associate degree to complete a three-unit semester or four- unit quarter class in ethnic studies. This decision is also directly related to Colleges of the Sequoias district as a total of students who receive an Associate for transfer(A.A and A.S) is 38.6 % and the district total for students who receive an Associates Degree (A.A and A.S) is 37.8 % in the 2021-2022 school year (2021 Giant Fact Book). This suggests that the majority of students at COS will need to complete an Ethnic Studies course before they are able to transfer or graduate. This presents a challenge to the COS Ethnic Studies department as there are not enough full time faculty to meet the increased student demands.

Another significant challenge that the Ethnic Studies department faces is the lack of full time faculty who hold the appropriate education to serve in the subfields of the department. Within the realm of Ethnic Studies there are specializations such as Asian American Studies, Chicana/o Studies, American Indian Studies, and Black American Studies. There must be qualified instructors who hold the appropriate educational background to be suited to teach each one of these subfields. For example, an individual with a masters in Chicana/Chicano Studies will not possess the educational expertise to teach an Asian American Studies course. This same concept applies to each one of these four subfields. By having qualified instructors to teach in the respective fields, it will allow the Ethnic Studies Department to offer more courses that will align with the rapid increase of student demand to full-fill the ethnic studies requirement.

Overall SLO Achievement: SLOs are meeting expectations.

Changes Based on SLO Achievement: No updates to report.

Overall PLO Achievement: N/A

Changes Based on PLO Achievement: N/A

Outcome cycle evaluation: Evaluation outcomes cycle is on track.

Action: Continued: Ensure Student Graduation and Transfer Success and Access due to Ethnic Studies State Mandates

The Ethnic Studies Department requests TWO full-time, tenure track instructors starting for the 2023-24 academic year. This request will be made to the Social Science Division and Instructional Council and will be presented as an emergency hire if the request is not successful through the standard process.

Leave Blank:

Implementation Timeline: 2022 - 2023

Leave Blank: 08/26/2022

Leave Blank: 08/25/2023

Identify related course/program outcomes: This action aligns with the following District Objectives: District Objective 1.1: to increase FTES 1.75% over three years; District Objective 2.1: Increase the percentage of students who earn an associate degree or certificate (CTE and non-CTE) by 5 percentage points over three years; District Objective 2.2: Increase the number of students who transfer to four-year institutions by 10 percent over three years.

Person(s) Responsible (Name and Position): Octavio Barajas

Rationale (With supporting data): The passage of a new California policy is directly impacting COS's Ethnic Studies Department with a significant increase in the registration of students seeking to satisfy a new CSU Ethnic Studies requirement before transferring. In 2020, Gov. Newsom signed Assembly Bill 1460 requiring the completion of a 3-unit lower division course in Ethnic Studies as an undergraduate CSU graduation requirement for the class of 2023-24. By design, the new CSU Ethnic Studies requirement must be satisfied as a lower division course, so it does not alter existing ADT and major requirements. The push to take an Ethnic Studies lower division course is resulting an increase of students registering for Ethnic Studies courses at COS. In 2021-22, the FTES/enrollment numbers were 77.7. It represents an increase of over 235% in comparison to the FTES of the prior academic year with the support of only 1 tenure track professor and three adjuncts.

COS students are aware of this requirement, to credit COS counseling, and are seeking to satisfy this requirement before transferring to a CSU campus. The increase demand for COS's Ethnic Studies courses is considerable bearing in mind most COS students transfer to the CSU system; according to the 2020-2021 Giant Fact Book, 680 COS transfer students transferred to a

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CSU campus in 2019-20. The Fact Book also indicates the number of transfer ready increased by 5% with 1,694 in 2019-20 to 1,773 in 2020-21. These transfer observations only further support the projections being made to better understand the increase demand for Ethnic Studies classes.

The second State mandate underscores the need for requesting TWO full-time hires. In July of 2021, the CCC Board of Governors agreed to statewide changes to Title V and General Education making Ethnic Studies a three-unit graduation requirement for all California Community College students. The COS General Education Committee is currently working on these changes locally, and it will be in effect by the fall of 2023. This will increase the demand for Ethnic Studies beyond the CSU transfer demand. According to the 2020-21 Giant Fact Book, there were 1,678 COS graduates in 2020-21, which translates to more than four times the current demand for Ethnic Studies courses.

The CSU mandate merits an additional tenure-track Ethnic Studies professor. The Title V and General Education policy change will necessitate at least an additional full-time professor to ensure COS student are not only able to transfer to a CSU but also graduate from COS in a timely manner without having to wait for spot to become available in an Ethnic Studies course. Currently, the Ethnic Studies department's faculty of two full-time professor and five adjuncts will not be able to meet the growing demand for Ethnic Studies courses. Therefore, a request is being made for TWO tenure-track Ethnic Studies professor to support student access and success. (Even with two additional hires, the ETHN department will still need to hire at least three more adjuncts.)

This request is not only critical to effectiveness of the Ethnic Studies Department in meeting a growing demand but is also closely associated to the District being able to meet larger District Objectives 1.1., 2.1, and 2.2 relating to increasing FTEs and increasing transfer and graduation rates in a timely manner.

Priority: High

Safety Issue: No

External Mandate: Yes

Safety/Mandate Explanation: Gov. Newsom signed AB 1460 into law making Ethnic Studies a lower division CSU requirement for graduation, https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1460.

Community College Governing Board Approves Ethnic Studies Requirement and Policy to Strengthen Faculty and Staff Diversity, <https://www.cccco.edu/About-Us/News-and-Media/Press-Releases/2021-cc-governing-board-approves-ethnic-studies>

Resources Description

Personnel - Faculty - Two Full-Time Tenure Track Ethnic Studies Professors (Active)

Why is this resource required for this action?: To meet a growing demand for ETHN courses in our district.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 200000

Related Documents:

[CCC Board of Gov-Title V](#)

[CCC Board of Governors revisions-to-title-5.pdf](#)

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 1.1 - The District will increase FTES by 1.75% over the three years

District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years

District Objective 2.2 - Increase the number of students who transfer to a four-year institution by 10 percent over three years

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objectives: 2021-2025

District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.

District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year institutions by 10% from 2021-2025.

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District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

Action: Initiate the establishment of Program Learning Outcomes

The process to establish PLOs was initiated during the 2020-21 academic year. This action will consider the progress made with the revision of all course SLOs to develop PLOs for the Department of Ethnic Studies in alignment with ILOs of the Sequoias Community College District.

Leave Blank:

Implementation Timeline: 2020 - 2021, 2021 - 2022, 2022 - 2023

Leave Blank:

Leave Blank:

Identify related course/program outcomes: All ETHN Courses: 1,2,3,4,5, and 10.

Person(s) Responsible (Name and Position): Octavio Barajas

Rationale (With supporting data): ETHN has historically operated without PLOs. Resolving this matter stands as an important departmental priority.

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2022 - 2023

10/15/2022

Status: Continue Action Next Year

PLOs were not official established last year and must be done this year.

Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2021-2022

10/06/2021

Status: Continue Action Next Year

All Ethnic Studies course SLOs were revised and approved by the district and State to satisfy new CSU Ethnic Studies Competencies. This process also has brought all existing courses up-to-date with the five year course currency and is an important step forward to establishing PLOs. Additional steps will be taken to review the SLOs and ILOs in order to finally establish PLOs.

Impact on District Objectives/Unit Outcomes (Not Required):

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 4.1 - Increase the use of data for decision-making at the District and department/unit level

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025

District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

District Objective 4.1 - Increase the effective use of data and transparency in decision making at all institutional levels from 2021-2025.

District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

Program Review - Ethnic Studies

Action: Ethnic Studies Marketing Plan

Devise a marketing plan to promote ETHN on COS website and to improve the department's visibility both on campus and off campus.

Leave Blank:

Implementation Timeline: 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Octavio Barajas

Rationale (With supporting data):

Priority: Medium

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

| Update on Action | |
|---|------------|
| <i>Updates</i> | |
| Update Year: 2022 - 2023 Status: Continue Action Next Year Although ETHN classes are popular, the Ethnic Studies Department will expand the marketing of its program to focus on producing electronic and printed marketing materials with the goal of promoting its ADT to recruit more majors. Impact on District Objectives/Unit Outcomes (Not Required): | 10/14/2022 |
| Update Year: 2021-2022 Status: Continue Action Next Year An initial step was taken. Octavio Barajas now appears as a faculty members in the Ethnic Studies department in COS's website. Additional steps need to be considered to raise the profile of the ETHN department online and to the public off-campus. Impact on District Objectives/Unit Outcomes (Not Required): | 08/27/2021 |

Link Actions to District Objectives

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| District Objectives: 2018-2021 |
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| District Objectives: 2021-2025 |
| District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025. |
| District Objective 2.4 - Increase the percentage of CTE students who achieve their employment objectives by five percentage points (job closely related to field of study and attainment of a livable wage) and the number of CTE students who successfully complete 9+ CTE units in a single year by 10% from 2021-2025. |
| District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025. |

Action: Ensure Student Graduation and Transfer Success and Access due to State Mandates

Program Review - Ethnic Studies

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Implementation Timeline: 2019 - 2020, 2020 - 2021, 2021 - 2022

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Safety/Mandate Explanation: Gov. Newsom signed AB 1460 into law making Ethnic Studies a lower division CSU requirement for graduation, https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1460.

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Update on Action

Updates

Update Year: 2022 - 2023

10/14/2022

Status: Action Completed

A full-time professor was hired starting for the 2022-2023 Academic Year.

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Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2022 - 2023

08/30/2022

Status: Continue Action Next Year

The Ethnic Studies Department request for a full-time, tenure track instructor for the 2022-2023 academic year was granted. This action will carry over due ongoing demand for Ethnic Studies classes. Another full-time is greatly needed to meet the demand.

Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2021-2022

10/06/2021

Status: Continue Action Next Year

The request for an additional ETHN faculty member was not granted last year. The request will be made again to the Social Science Division and Instructional Council.

Impact on District Objectives/Unit Outcomes (Not Required):

Resources Description

Personnel - Faculty - A Full-Time Ethnic Studies Professor (Active)

Why is this resource required for this action?: Considering the COS Ethnic Studies Department requests hiring a Full-Time Ethnic Studies Professor to meet a current increase and projected increase demand for Ethnic Studies courses, this resource is required to pay the salary of a full-time instructor.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 100000

Related Documents:

[20190AB1460_93.pdf](#)

[AB1460](#)

[FAQ-on-Ethnic-Studies.pdf](#)

[CSU's-FAQ-AB1460](#)

[CCC Board of Governors revisions-to-title-5.pdf](#)

[CCC Board of Gov-Title V](#)

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