I. Program Description

A. What is the primary mission of your program? (check all that apply)

☐	Basic Skills	X	Cultural and Personal Enrichment
☐	Transfer	X	Academic Support/Learning Resources
☐	Career/Technical		

B. Program Description

1 If applicable, note the number of certificates and degrees that have been awarded in the previous academic year.

Http://research.fhda.edu/factbook/deanzadegrees/dadivisions.htm

CTE programs refer to CTE Program Review Addenda Reports: *www.deanza.edu/gov/IPBT/resources.html*

NA # Certificates of Achievement
NA # Certificate of Achievement-Advanced
NA # AS, AA Degrees

2 If the program serves staff or students in a capacity *other than traditional instruction*, e.g. tutorial support, please answer the following two questions. Otherwise, skip to section **II** below.

a. How many people are served?

ALL # Students   100+ # Staff
200+ # Faculty

b. Number of employees associated with the program?

0 # Students   0 # Faculty
0 # Staff   0 # Part-Time Faculty

II. Methods of Evaluation and Assessment

A. Attach the "Program Review Data Sheet". Briefly, address student success data relative to your program by answering the items listed below (refer to the link): *www.research.fhda.edu/programreview/DAProgramReview/DeAnza_PR_Div_pdf/De AnzaProgramReviewDiv/htm*

1 Growth or decline in underrepresented populations (Latina/o, African Ancestry, Pacific Islander, Filipino)

Explanation:	The Office of Diversity does not have a self-contained program that administers specific interventions to a particular group of students that we serve. Our responsibility is campus wide. We have served indirectly over the last 5 years an average of 24,000 students. Our indirect service is to provide for faculty, staff and administrators the resources and consultation needed to improve the campus climate, instructional pedagogy, and strategies for the delivery of services in order to impact positively the access, growth and retention of African Ancestry, Latino/a, and Filipino/Pacific Islander students. Additionally, our research has found that when we successfully impact these populations our non-target student groups also demonstrate improved academic success (Equity for All Report, Spring 2006).

2 Trends related to closing the student equity gap relative to the college's stated goals, refer to
http://www.deanza.edu/president/EducationalMasterPlan2010-2015Final.pdf, p.16

Explanation:	NA

3 What progress or achievement has the program made relative to the plans stated in the 2008 -09 Comprehensive Program Review, Section III.B, towards decreasing the student equity gap?

see: *www.deanza.edu/gov/IPBT/program _review_files.html, "*Program Review Reports, 2009*"*

Explanation:	In 2008, our main plan was to revise the Student Equity Plan firs introduced in 2000, and then update in 2005-2006. This plan was not revised in 2009-2010 due to the limitations caused by the reorganization of the Diversity and ICCE offices into one combined office. The new Director did not have administrative support and capacity to maintain the key functions and respoinsibilities of both areas. The position is is also vacant this year, 2010-11 as the former Director of the ICCE/Diversity left the position due to promotion. Our Staff Development Office and the ICCE have infused cultural competency into their efforts and Academic Services continues to be responsible for EO training and assignmnents in collaboration with the Staff Development director. Please see attached list of activities for 2009-2010.

4 Overall enrollment growth or decline of all student populations

Explanation:	NA

B. Did your program implement any curriculum, program reorganization, etc. changes as a response to changes in College/District policy, state laws, division/department/program level requirements or external agencies regulations?   How did the change(s) affect your program?

Change:	The college decided to separate the diversity/ICCE offices into two distinct offices (as they were prior to 2009-2010 with two separate directors.
Explanation:	It was assessed that the reorganization of the ICCE and Diversity Office in 2009-2010 did not yield stabalization and growth in both cultural competency and civic engagement efforts as outlined in the colleges 2006 strategic Plan.

C. Based on the 2008-09 Comprehensive Program Review, Section I.C. "Main Areas for Improvement", briefly address your program's progress in moving towards assessment or planning or current implementation of effective solutions.

see: *www.deanza.edu/gov/IPBT/program _review_files.html, "*Program Review Reports, 2009*"*

Explanation:	In the 2008 program review there were no areas identified for improvement. However, the reorganzation of the diversity/ICCE office resulted in a reduction of diversity efforts in relation to staff development training, working with divisions to address their student equity plans, and providing equal opportunity training to staff for hiring committees. These would be the main area for improvement for the upcoming year.

D. Career Technical Education (CTE) programs, provide regional, state, and labor market data, employment statistics, please see "CTE Program Review Addenda" at: *www.deanza.edu/gov/IPBT/resources.html*

Identify any significant trends that may affect your program relative to:

1) Curriculum Content;

2) Future plans for your program e.g. enrollment management plans.

	No significant changes
Impact:	
Explanation:	

E. *Career Technical Education (CTE)*, provide recommendations from this year's Advisory Board (or other groups outside of your program, etc.) Briefly, address any significant recommendations from the group. Describe your program's progress in moving towards assessment or planning or current implementation of effective solutions.

	No significant changes
Impact:	
Explanation:	

III. Select IIIA or IIIB below:

Note instructions and materials for these sections can be found at: *https://www.deanza.edu/slo*

A. For programs whose PLOs primarily align to the Institutional Core Competencies, ICCs: Attach the 2010-11 "Mapping Program Level Outcomes to Institutional Core Competencies" sheet(s) and "Program Level Outcome Assessment Plan" sheet(s).

1 Describe the processes by which your program members have or will assess program level outcomes: (check those that apply)

	course-embedded	x	surveys
Other, describe here:			

2 Review the ECMS-SLO Summary Report or SSLO Summary Report (Division Deans shall be sent that report) What percentage of courses that should undergo a SLOAC process are:

x	NA		complete		in progress		to be assessed

3 Below, briefly describe the level of engagement by your program staff and faculty with the outcomes assessment process (SLOAC, SSLOAC) since last year?

There has been a vacancy in the director position, therefore the AVPI has been working with the staff development director and ICCE interim director to develop SSLOS and PLOS

4 What program enhancements are you implementing as a result of the program level assessment process? Describe enhancements that do not require additional resources below:

summarize results:	NA	Plan/Enhancement:	NA
summarize results:		Plan/Enhancement:	

B. For programs whose PLOs primarily align to the Strategic Initiatives: Attach the 2010-11 "Mapping Program Level Outcomes to Strategic Initiatives" sheet(s) and "Program Level Outcomes Assessment Plan" sheet(s).

1 Describe the processes by which your program members have or will assess program level outcomes: (check those that apply)

	course-embedded	X	surveys
	Other, describe here:		

2   Review the ECMS-SLO Summary Report or SSLO Summary Report (Division Deans shall be sent that report) What percentage of courses that should undergo a SLOAC process are:

X	NA		complete		in progress		to be assessed

3   Below, briefly describe the level of engagement by your program staff and faculty with the outcomes assessment process (SLOAC, SSLOAC) since last year?

There has been a vacancy in the director position, therefore the AVPI has been working with the staff development director and ICCE interim director to develop SSLOS and PLOS

4   What program enhancements are you implementing as a result of the program level assessment process? Describe enhancements that do not require additional resources below:

summarize results:	NA	Plan/Enhancement:	NA
summarize results:		Plan/Enhancement:	

Department Summary

IV.   **Attach 2008-09 Comprehensive Program Review Budget Data Form. Add a column of data that lists the amounts allocated for the 2010-11 academic year.**

See: Attached 2008 budget sheet. Major change is that there is no operational budget for diversity as a result of the 2008-2009 budget reduction.

V.   **Resource Requests include: staff, faculty, materials, "B" Budget, facility refresh, Measure C equipment**

A. Please submit up to three <u>faculty and/or staff requests</u> below in ranked order: (copy this section as needed)

1	Rank	X	replacement		growth
Position:	Director				
Department :	Diversity Office		Contact Person, ext.	R. Tomaneng x8510	

1   Briefly state how this person will enhance or maintain the status quo of your program plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program goals/plans below:

There can be no robust program without staffing and the college will have difficulty revising and implenting an updated student equity plan. Cultural Competency efforts will require utilization of other campus resources.

2   Highlight FTE, PT/FTE ratios and WSCH that support your request below:

NA

3   If applicable, discuss PLOAC assessment results that support the program need for this resource below:

NA

4 Please note: It is an expectation that all resources that are allocated 2 or more years prior to the next comprehensive program review (2013-14) will be assessed relative to their contribution to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you may use to assess the effect of this additional staff/faculty position to your program below:

Criteria would involve quality and quantity of primary activities associated with the office of diversity

B. As applicable, list your requests for:

Materials, "B" Budget, facility refresh, Measure C equipment Refer to:

www.deanza.edu/gov/techtaskforce/pdf/Measure%20C_Prioritization_Processes_ClgeCnclApproved6_10_10.pdf

Please submit materials, "B" Budget, facility refresh, Measure C equipment, requests below in ranked order: (copy this section as needed). List 3 here, keep a prioritized list of all items on hand.

1	Rank	x	replacement		growth
Item Description:		district standard omputer Equipment and printer needed for Office			
Cost Estimate :		$2000+		Contact Person, ext.	8510 (R. Tomaneng)

1 Briefly state how this resource will enhance or maintain the status quo of your program plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program goals/plans below:

Currently, technology is being shared between ICCE and Diversity…the new Director will need this equipment to implement diversity programming.

2 Highlight FTE, PT/FTE ratios and WSCH that support your request below:

NA

3 If applicable, discuss PLOAC assessment results that support the program need for this resource below:

NA

4 Please note: It is an expectation that all resources that are allocated 2 or more years prior to the next comprehensive program review (2013-14) will be assessed relative to their contribution to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you may use to assess the effect of this additional resource upon your program below:

number of workshops offered and documented, surveys on impact to faculty nad students

Dean's Summary

VI. Resource Requests include: staff, faculty, materials, "B" Budget, facility refresh, Measure C equipment

A. Please submit up to three **faculty and/or staff** requests below in ranked order: (copy this section as needed)

	Rank		replacement		growth
Position:					
Department :				Contact Person, ext.	

1 In addition to the Department's rationale and from a <u>dean's perspective</u>, briefly state how this person will enhance or maintain the status quo of your program plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program goals/plans below:

2 Address   FTE, PT/FTE ratios and WSCH that support your request below:

3 In light of the department's statements about assessment results, describe any additional need or service to the College this person may bring to the Division below:

4 It is an expectation that resource allocations (awarded 2 or more years prior to the next Comprehensive Program Review) will be assessed relative to their contributions to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you, <u>as the Dean</u>, may use to assess the effect of this additional staff/faculty position to your program below:

B. As applicable, list your requests for:

Materials, "B" Budget, facility refresh, Measure C equipment Refer to:

http://www.deanza.edu/gov/techtaskforce/pdf/Measure%20C_Prioritization_Processes_ClgeCnclApproved6_10_10.pdf

Please submit **materials, "B" Budget, facility refresh, Measure C equipment,** requests below in ranked order: (copy this section as needed) List 3 here, keep a prioritized list all items on hand.

Rank		replacement		growth
Item Description:				
Cost Estimate :			Contact Person, ext.	

From a <u>Dean's perspective</u>, are there additional factors to add to the Department's rationale for this resource request? How will the addition of this resource enhance or maintain the status quo of this program's plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program Goals? Use the following three sections below to state:

1 Additional factors:

2 Highlight FTE, PT/FTE ratios and WSCH that support the request below:

3 If applicable, discuss PLOAC assessment results that support the program need for this resource below:

4 It is an expectation that resource allocations (awarded 2 or more years prior to the next comprehensive program review) will be assessed relative to their contributions to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you, <u>as the Dean</u>, may use to assess the effect of this additional staff/faculty position to your program below: