Program Review - Overall Report

2024 - 2027

Instructional: Ethnic Studies

2024 - 2027

Overall Trends

What overall trends do you see in success, retention, program of study, educational planning, and awards over the past 3 or more years?

I will underscore that Ethnic Studies (ETS), as discipline, has had a very short tenure on the Norco College campus. Nevertheless, over the past three academic cycles (2020-2021, 2021-2022 and 2022-2023), ETS courses have enrolled 295 students and retained 220 or 74.6%. The data shows that who are identified as males have retained better than identified as femailes - 77.7% of males and 73.2% of females. However, this 4.5% gap is significantly larger for students who identify as African American females, who were retained at a 46.7%. This gap in student retention is an area to keep in mind.

Please add any relevant documents here.

Disaggregated Student Subgroups

Look at the disaggregated student subgroups in success, retention, program of study, educational planning, and awards for your area. Are there any equity gaps that you will address in the next 3 years?

From 2020 to 2023, a 46.7% retention gap that has emerged with African American females.

If there are any concerning trends over the past 3 or more years, or if equity gaps exist, what is your action plan to address them?

According to the most current Norco College Research, the 2023–202 (t,)-3c o 216 (o)- ( )/TT1t005 Tw 0.25 0 TdF4 (p

Data Review

Moreover, these sames students "are less likely than new students to report multiple conflicting responsibilities." It is perhaps here where we may be able to intervene. My influence or reach with students is very limited when it comes to modifying their lives. Many still need to work to provide for their families, many will still have their children to attend to, and their pursuit of higher education is admirable and legitimate.

Institutionally, we we can work to present <u>asking for help</u> (namely to develop skills, access tutoring and other services) as part and parcel of a typical academic journey. We, as a discipline and as an institution, should strive to intervene early so as to <u>encourage our students to ask for help</u> in further developing their skills and accessing tutoring and other services specially with students who come to our doors with multiple responsibilities.

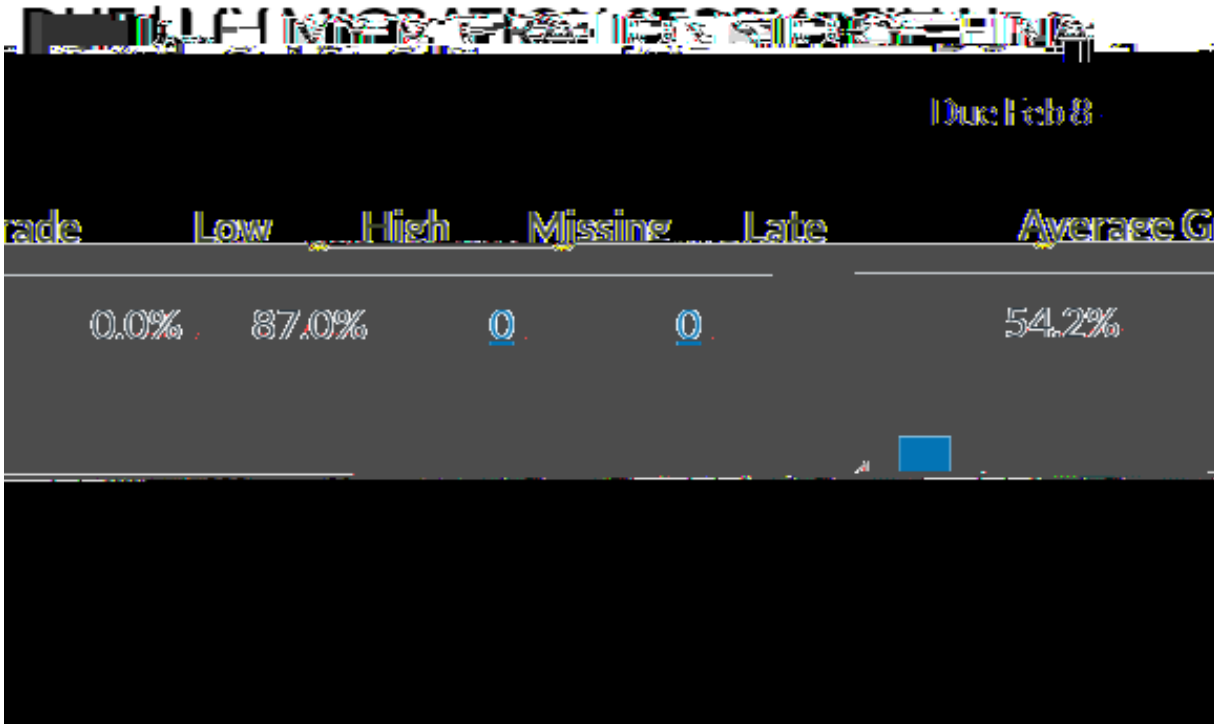**Please add any relevant documents here.**

rade	Low	High	Missing	Late	Average Gr
	0.0%	87.0%	0	0	54.2%

Due Feb 8

Please add any relevant documents here.

Curriculum Mapping
ETS-1 (X)

Faculty Professional Development Requests

Faculty Professional Development Requests

Link to Activity Website

EVIDENCE of Effectiveness:

Prajukti Bhattacharyya, University of Wisconsin-Whitewater

bhattacj@uww.edu

Catherine W.M. Chan, University of Wisconsin-Eau Claire

chancw@uwec.edu

Bhattacharyya, P. and Chan, C. W. M. (2021) "Can Undergraduate Research Participation Reduce the Equity Gap?" Journal of the Scholat

Faculty Professional Development Requests

Total Costs

15,100

Justification for Funding Request

Select the categories of professional development that best support your request. (Check all that apply)

Other activities determined to be related to educational and professional development,Development of innovations in instructional and administrative techniques & program effectiveness

Briefly describe the objective of the activity and how it will benefit you and the work you do for the college. If this activity aligns with the objectives of any special programs, grants, or plans (e.g., Equity, AB 705, Guided Pathways, STEM, etc.) please explain.

Equity | Students who are introduced to Research in their academic trajectory begin to envision themselves as belonging within the academy. Introducing students to these opportunities not only encourages students, but places them within the context of those spaces which, in most cases, are new and unknown to them.

How do you plan to share the information gained from the activity to your department/division? See "Dissemination Plan Ideas" document for ways to disseminate information and check all that apply.

Develop a Flex day activity,Provide adjunct training,Host a Workshop or "Brown Bag" discussion,Change something in your classroom

Briefly explain your selection above.

Introducing students to research and presentation opportunities opens the doors for them, but they can then share their experience with their peers and a single spark has the potential to achieve a huge fire.

Is there anything else you would like to add?

Ethnic Studies is transformative and student who engage in understanding their lives and their communities as "worthy" of study and analysis experience that transformation in incredible ways!

Approve and Submit

Proof of approval is uploaded, ready to submit?

null

Please upload proof of approval for travel from your department chair or Dean.

For Administrative Use Only

Funding Status

Notes

Library Summary- Complete this section for Library Faculty only

1. The number of FTES for the most recent Fall term.

2. How many full-time faculty are in your discipline, including retiring faculty?

3. How many growth positions in this discipline are being requested and prioritized before this position?

4. Calculation: (2) + (3) =

5. The state-mandated or institutional set FTE per faculty ratio.

6. Complete the calculation using the above questions [(1)-(5)x(4)]/(5)=

7. Relevant Need: (6/4)=

Submit

Ready to Submit?

For Administrative Use Only

Funding Status

APC Ranking

Notes

2024 - 2027

Resource Request

What resources do we already have?

1-F( )Tjg8?

Faculty Hiring Resource Requests

$ Amount Requested

262,272

Resource Type

FACULTY: New Full time Faculty (Associate faculty requested through Department Chair and Dean)

The evidence to support this request can be found in:

Equity,Program/Unit Goals

This request for my area is Priority #:

1

Faculty Hiring Resource Request Form

Department Information

Department Chair Email:

Alexis.Gray@norcocollege.edu

Faculty Requesting Email:

Nancy.Quinones@norcocollege.edu

Faculty Position Requested:

Ethnic Studies Professors

This request is for:

Growth position in existing program

**In what sections of your program review can the objectives and justifications for a new faculty hire be found?**

Statistical Data - Please email Research@norcocollege.edu to request assistance with completing questions requesting data, dashboards are under development.

Student Enrollment

Provide the total number of students enrolled in the discipline for each term in the last three years:

Note: Only 2022-23 avaliable, 2021-22 One course in Spring.

Fall
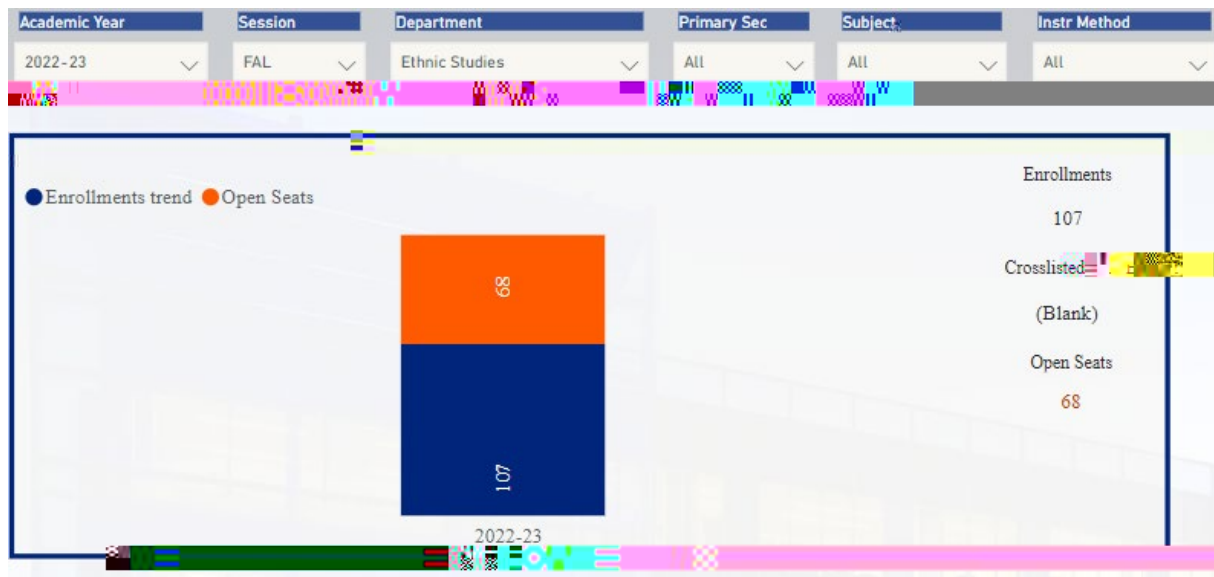
Faculty Hiring Resource Requests

Provide the average class size at Census for each semester for the last three years:

Adverage Class size	2021-22	2022-23
Summer	N/A	N/A
Fall	N/A	21.4
Winter	N/A	25.0
Spring	5	22.0

Counseling Summary - Complete this section for Counseling Faculty only

1. The number of students for the most recent Fall term relevant to your program.

2. How many full-time faculty are in your discipline, including retiring faculty?

APC Ranking

Notes

2024 - 2027

Resource Request

What resources do we already have?

1-Full-Time Faculty position

Potential Funding Source(s)

What resources do you need?

2 new Full-Time Faculty positions

Request related to EMP goal or Assessment?

EMP Goal 2,EMP Goal 3,EMP Goal 7

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Faculty Hiring Resource Request Form

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Alexis.Gray@norcocollege.edu

Faculty Requesting Email:

Nancy.Quinones@norcocollege.edu

Faculty Position Requested:

Ethnic Studies Professors

This request is for:

Growth position in existing program

Faculty Hiring Resource Requests

instrumental in increasing capacity, efficiency and meeting the current and future demand for ETS course on our campus.

Instructional Data

Total number of sections offered in the discipline for the primary semesters in the previous year:

Faculty Hiring Resource Requests

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Submit

Ready to Submit?

For Administrative Use Only

Funding Status

APC Ranking

Notes

Reflections and Submission