**Program Efficacy Report  
Spring 2011**

**Name of Department**: Pharmacy Technology

**Efficacy Team: Celia Huston, Kevin Kammer; Michael Mayne**

**Overall Recommendation (include rationale): Continuation**

**Next Program Efficacy: 2013/2014**

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| The program submitted a thorough report analyzing its successes, weaknesses, and overall efficiencies to enhance the mission of the college. Pharmacy Technology and the Science and Health Science Division should be commended for the strength of their program demonstrated through student success, enrollment, retention, efficiency and State Exams pass rate. The program instruction takes place in the evenings and is taught entirely by adjunct faculty who hold day-time jobs. Pharmacy Technology is an impacted program that serves a growing industry. The campus should further support and grow the program by providing additional resources and fulltime faculty. |

| **Strategic Initiative** | **Institutional Expectations** | |
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| **Does Not Meet** | **Meets** |
| **Part I: Access** | | |
| ***Demographics*** | *The program does not provide*  *an appropriate analysis regarding identified differences in the program’s population compared to that of the general population* | *The program provides an analysis of the demographic data and provides an interpretation in response to any identified variance.*  *If indicated, plans or activities are in place to recruit and retain underserved populations.* |
| **Efficacy Team Analysis and Feedback:**  **The program does provide a thorough analysis of the demographics and they are closely aligned with the school average.**  The program notes that it serves a predominately female student population. The program sees this as a normal pattern in pharmacy technology and pharmacy employment. They provide ample evidence to support this fact | | |
| ***Pattern of Service*** | *The program’s pattern of service is not related to the needs of students.* | *The program provides evidence that the pattern of service or instruction meets student needs.*    *If indicated, plans or activities are in place to meet a broader range of needs.* |
| **Efficacy Team Analysis and Feedback: Meets**  **The program addresses the needs of its student population using the resources available. Pharmacy classes are predominately offered in the evening as all classes are taught by adjunct faculty who work in the Pharmacy industry during the day. Evening classes also accommodate working students. Pharmacy technology offers all six of the courses required for a certificate each semester enabling students to begin the program in the Fall or Spring. The program includes a clinical experience. Courses are filled to capacity and it would be desirable to add more sections and/or develop a daytime program when a full-time faculty member is hired. The retention rates and success rates validate that the program is meeting student needs.** | | |
| **Part II: Student Success** | | |
| ***Data demonstrating achievement of instructional or service success*** | *Program does not provide an adequate analysis of the data provided with respect to relevant program data.* | *Program provides an analysis of the data which indicates progress on departmental goals.*  *If applicable, supplemental data is analyzed.* |
| **Efficacy Team Analysis and Feedback:**  **Student success data is excellent, especially for a program taught fully by adjunct faculty. Over a six year period the success rate has risen from 67% to 80% and retention has risen from a low of 84% in 07/08 to 93% in 09/10. Success and retention rates are higher than the campus average. The Program awards 31 certificates and degrees in 09/10. 17 of 19 students completing the program passed the state exam (one did not take the exam). The program has shown steady growth and efficiency** | | |
| ***Student Learning Outcomes*** | *Program has not submitted student learning outcomes for all courses certificates or degrees. Does not have a three-year plan on file.*  *Program has not analyzed assessment results and implemented changes where appropriate.* | *Program has submitted student learning outcomes for all courses certificates or degrees. Program has a three-year plan on file.*  *Program has analyzed assessment results and implemented changes where appropriate* |
| **Efficacy Team Analysis and Feedback:**  **The program has submitted SLOs for all classes. All have not yet been assessed. However, the program is on target with its three year plan. SLOs with two courses still to be assessed this Spring. Assessment of SLOs has generated program changes.** | | |
| **Part III: Institutional Effectiveness** | | |
| ***Mission and Purpose*** | *The program does not have a mission, or it does not clearly link with the institutional mission.* | *The program has a mission and it links clearly with the institutional mission.* |
| **Efficacy Team Analysis and Feedback:**  **The program’s mission is aligned with the campus mission** | | |
| ***Productivity*** | *The data does not show an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed.* | *The data shows the program is productive at an acceptable level.* |
| **Efficacy Team Analysis and Feedback:**  **Program has grown from 28.58 FTEs in 06/07 to 54.27 in 09/10. Courses in Pharmacy Technology program are filled to capacity every semester. There is no room for growth in FTEs until new sections can be added. The program is highly efficient. WSCH/FTEF is consistent high ranging from 418 to661. The 777 in 08/09 considered to be an aberration or an error** | | |
| ***Relevance, Currency, Articulation*** | *The program does not provide evidence that it is relevant, current, and that courses articulate with CSU/UC, if appropriate.* | *The program provides evidence that curriculum review process is up to date. Courses are relevant and current to the mission of the program.*  *Appropriate courses have been articulated with UC/CSU or plans are in place to articulate appropriate courses.* |
| **Efficacy Team Analysis and Feedback:**  **Program has checked the Campus Catalog and is making the appropriate changes.**  **The courses offered are relevant and have been reviewed within the last 5 years. Courses do not articulate with the UC/CSU as they are AS courses.** | | |
| **Part IV: Planning** | | |
| ***Trends*** | *The program does not identify major trends, or the plans are not supported by the data and information provided.* | *The programidentifies and describes major trends in the field. Program addresses how trends will affect enrollment and planning. Provides data from internal research or research from the field for support.* |
| **Efficacy Team Analysis and Feedback:**  **Major trends have been identified and how the program is addressing them and plans to make improvements in the near future. Current economic constraints restrict the program’s growth, however, increased enrollment in other schools offers evidence of the need to grow the program.**  **Program sees the increased need for pharmacy technicians and the downturn of the economy as trends that impact the program. Program is impacted and unable to grow and accommodate all the students who desire to enter the program. Consequently, potential students are turning to private for-profit institutions. Program is planning to do a cost comparison of a private education vs. a community college education as a marketing tool to demonstrate the savings a community college offers.** | | |
| ***Accomplishments*** | *The program does not incorporate accomplishments and strengths into planning.* | *The program incorporates substantial accomplishments and strengths into planning.* |
| **Efficacy Team Analysis and Feedback:**  **The program does this: strengths – success rates.**  **Two program strengths are identified; the strength of the Planning and Advisory committee and the high pass rate of students who take the State licensing exam and student success. The program uses these strengths to build new partnerships in the pharmacy community for student clinical experiences.** | | |
| ***Weaknesses/challenges*** | *The program does not incorporate weaknesses and challenges into planning.* | *The program incorporates weaknesses and challenges into planning.* |
| **Efficacy Team Analysis and Feedback:**  **With courses impacted in the Pharmacy Technology, their main weakness in the inability to accommodate all the students who desire to earn a certificate or degree. Students in all allied health programs take the pharmacology course which increases the strain on an already impacted program. One of the plans to alleviate overcrowding in the pharmacology course is to develop two sections of pharmacology; one for pharmacy students and one for students in other allied health disciplines.** | | |
| **Part V: Technology, Partnerships & Campus Climate** | | |
|  | *Program does not demonstrate that it incorporates the strategic initiatives of Technology, Partnerships or Campus Climate.*  *Program does not have plans to implement the strategic initiatives of Technology, Partnerships or Campus Climate* | *Program demonstrates that it incorporates the strategic initiatives of Technology, Partnerships and/or Campus Climate.*  *Program has plans to further implement the strategic initiatives of Technology, Partnerships and/or Campus Climate.* |
| **Efficacy Team Analysis and Feedback:**  **The program incorporates technology in their program on a regular basis. Adjunct faculty are planning to place more class materials for pharmacology and seminar courses on Blackboard. The program will utilize the new campus web page to create a stronger presence.**  **Program has established strong partnerships and is planning to expand those partnerships if possible.** | | |