

**Program Efficacy Report  
Spring 2013**

Name of Department: Accounting

Efficacy Team: Denise Knight and Melinda Moneymaker

Overall Recommendation (include rationale): Continuation

The program has provided analysis of demographic data, course assessment guidelines for transfer, and program goals to meet campus and community needs. Program has improved its descriptions of challenges and accomplishments, and particularly in terms of its plans to continue to work on partnerships, for example with California Society of CPA's, recognition at the annual Student/Faculty reception and the presentation of scholarships to students from that organization. The program has described and identified good use of technology, and despite only one full time faculty have continued to show modest increase in retention and student success rates consistently. The goal of the department to increase community relationships and partnerships, and develop internship opportunities for students should continue to be explored and discussed in Advisory Committee could be expanded on in next report. The reviewers do agree that the program does meet all requirements.

Strategic Initiative	Institutional Expectations	
	Does Not Meet	Meets
<b>Part I: Access</b>		
<b>Demographics</b>	<i>The program does not provide an appropriate analysis regarding identified differences in the program's population compared to that of the general population</i>	<i>The program provides an <u>analysis</u> of the demographic data and provides an interpretation in response to any identified variance.  If warranted, discuss the plans or activities that are in place to recruit and retain underserved populations.</i>
<b>Efficacy Team Analysis and Feedback:</b>		

The program data on the chart is missing, but the program does provide an analysis of the figures in their description of data and offers additional comparisons in the trends of women entering the accounting field. Based on their analysis of the data presented it meets the requirements for access.

**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 warranted, plans or activities are in place to meet a broader range of needs.*

**Efficacy Team Analysis and Feedback:**

The program clearly provides evidence that the patterns of service are meeting the students needs by offering courses at nights, short term classes on online instruction. The program hopes to bring back weekend course offerings this coming year, which had to be cut this past year due to budget. Based on patterns of service outlined program meets requirements for patterns of service.

**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:**

Based on data supplied on efforts to ready students for transfer, expanding the use of technology, and increase in both retention and success rates, all program goals the department the program meets the requirements in the demonstrating student success.

<b>Student Learning Outcomes and/or Student Achievement Outcomes</b>	<i>Program has not demonstrated that they have made progress on Student Learning Outcomes (SLOs) and/or Service Area Outcomes (SAOs) based on the plans of the college since their last program efficacy.</i>	<i>Program has demonstrated that they have made progress on Student Learning Outcomes (SLOs) and/or Service Area Outcomes (SAOs) based on the plans of the college since their last program efficacy.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Program has demonstrated that they have made progress on SLO's and will continue to do so annually. Based on this the program meets the needs fo Student Learning Outcomes.</p>		
<b>Part III: Institutional Effectiveness</b>		
<b>Mission and Purpose</b>	<i>The program does not have a mission, or it does not clearly link with the institutional mission.</i>	<i>The program has a mission, and it links clearly with the institutional mission.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Program has a mission, demonstates link to Colleges mission of serving a diverse community of learners and preparing them to transfer to four year colleges and universities.</p>		
<b>Productivity</b>	<i>The data does not show an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed.</i>	<i>The data shows the program is productive at an acceptable level.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Due to buget constaints, as most departments and programs, a full time faculty who retired was not replaced, leaving a heavy load and bulk of the courses on adjunct faculty. Still, program displays effectiveness in productivity, and classes at capacity.</p>		
<b>Relevance, Currency, Articulation</b>	<p><i>The program does not provide evidence that it is relevant, current, and that courses articulate with CSU/UC, if appropriate.</i></p> <p><i>Out of date course(s) that are not launched into Curricunet by Oct. 1 may result in an overall recommendation no higher than Conditional.</i></p>	<p><i>The program provides evidence that the curriculum review process is up to date. Courses are relevant and current to the mission of the program.</i></p> <p><i>Appropriate courses have been articulated or transfer with UC/CSU, or plans are in place to articulate appropriate courses.</i></p>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>program meets requirements of relevant and up to date course content review.</p>		
<b>Part IV: Planning</b>		
<b>Trends</b>	<i>The program does not identify</i>	<i>The program identifies and</i>

	<i>major trends, or the plans are not supported by the data and information provided.</i>	<i>describes major trends in the field. Program addresses how trends will affect enrollment and planning. Provide data or research from the field for support.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Program continues to be in demand, faculty identifies the nature of budget constraints and courses having to be cut, and yet describes enrollment as being consistent and at capacity. Good description of enrollment trends.</p>		
<b>Accomplishments</b>	<i>The program does not incorporate accomplishments and strengths into planning.</i>	<i>The program incorporates substantial accomplishments and strengths into planning.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Retention and success rates have increased despite course cuts. Faculty has good interaction and feedback with Advisory board and have aligned courses for transfer with CSU and UC campuses to offer a career track for students. Based on analysis of trends program meets requirements for trends in the field.</p>		
<b>Weaknesses/challenges</b>	<i>The program does not incorporate weaknesses and challenges into planning.</i>	<i>The program incorporates weaknesses and challenges into planning.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Program identifies the biggest challenge as needing another full time faculty member. Data supports increase in success rates, but identifies it could be better. Identification of challenges to have to reduce course offerings and FTES, action plan to continue to develop career track and internship and employment opportunities within the program meets requirement for challenges and planning for continued improvement.</p>		
<b>Part V: Technology, Partnerships &amp; Campus Climate</b>		
	<i>Program does not demonstrate that it incorporates the strategic initiatives of Technology, Partnerships, or Campus Climate.</i>  <i>Program does not have plans to implement the strategic initiatives of Technology, Partnerships, or Campus Climate.</i>	<i>Program demonstrates that it incorporates the strategic initiatives of Technology, Partnerships and/or Campus Climate.</i>  <i>Program has plans to further implement the strategic initiatives of Technology, Partnerships and/or Campus Climate.</i>
<p><b>Efficacy Team Analysis and Feedback:</b></p> <p>Technology enhancement of courses is clearly identified to meet requirement. Partnerships with CSUSB and UCR are indicated as discussions are on-going on students getting prepared for transfer. Program identifying links with campus climate, and plans to develop opportunities for students to interact with accounting professionals in the community.</p>		

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<b>Part VI: Previous Does Not Meets Categories</b>	
<i>Program does not show that previous deficiencies have been adequately remedied.</i>	<i>Program describes how previous deficiencies have been adequately remedied.</i>
<b>Efficacy Team Analysis and Feedback (N/A if there were no “Does not Meets” in the previous efficacy review):</b>  Program clearly demonstrated narrative and analysis of productivity, addressing the need for more faculty. Program working on a continued goal of career track with a constant monitoring of student success rates and course completion and looking at pre-requisites based on analysis of this monitoring.	