Program Efficacy Team Report (Instruction)

2018 – 2019

Name of Department: Anthropology

Efficacy Team: A. Tolstova, C. Gabriel

Overall Recommendation:

☒Continuation ☐Conditional ☐Probation

Rationale for Overall Recommendation:

The program provides an analysis of EMP data and supporting evidence for each category. The program identifies the challenges and strategies to collect appropriate data and increase the student success rate. Operating by only one full-time professor, the department maintains a quality program meeting state standards and articulation requirements. The program is up to date in curriculum and SLO assessment. The department is in alignment with the College's Mission. Overall, continuation is recommended.

Part I: Questions Related to Strategic Initiative: <u>Increase Access</u>

Goal: SBVC will improve the application, registration, and enrollment procedures for all students.

SBVC Strategic Initiatives: Strategic Directions + Goals

	Does Not Meet	Meets	Exceeds
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. The program **discusses the plans or activities** that are in place to recruit and retain underserved populations as appropriate.	In addition to the meets criteria, the program's analysis and plan **demonstrates a need** for increased resources.
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. The program **discusses the plans or activities** that are in place to meet a broad range of needs.	In addition to the meets criteria, the program **demonstrates that the pattern of service needs to be extended**.

☐ **Does Not Meet**   ☒ **Meets**   ☐ **Exceeds**

<u>Efficacy Team Analysis and Feedback</u>:

The department provides an analysis of the demographic data and provides good information comparing the demographics to the campus and state demographics. Valid references are provided to justify a higher female than male population. In addressing gaps between the campus and program enrollment, the program has identified strategies for growth in the categories of disability and age of 19 yrs. or younger.

By providing all possible instructional modalities including OER, DE and in-person classes morning through evening, there is strong evidence that the program is meeting students' instructional modality needs. The department also schedules the courses to coordinate with course offerings in other departments on campus, for instance, the History Department. All Anthropology courses are transferrable to CSU and UC systems and meet graduation requirements as GE courses.

Part II: Questions Related to Strategic Initiative: Promote Student Success

Goal: SBVC will increase course success, program success, access to employment, and transfer rates by enhancing student learning.

SBVC Strategic Initiatives: Strategic Directions + Goals

	Does Not Meet	**Meets**	**Exceeds**
Data/Analysis 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.	In addition to the meets criteria, the program **uses the achievement data** in concrete planning and **demonstrates** that it is prepared for growth.
Service Area Outcomes and/or Student Learning Outcomes and/or Program Level Outcomes	Program **has not demonstrated** that it is continuously assessing Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs) based on the plans of the program since their last program efficacy. Evidence of data collection, evaluation, and reflection/feedback, and/or connection to area services is **missing or incomplete**.	Program **has demonstrated** that it has fully evaluated within a four-year cycle and is continuously assessing <u>all</u> Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs).	In addition to the meets criteria, the program **demonstrates that it has fully incorporated Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs) into its planning, made appropriate adjustments, and is prepared for growth**.

☐ **Does Not Meet** ☒ **Meets** ☐ **Exceeds**

Efficacy Team Analysis and Feedback:

The program provides thorough data and analysis from its success and retention measures. It compares state and SBVC trends over more than 10 years and addresses the differences in student success rates from 2016-2017 to 2017-2018. The department has the goal of improving student success, maintaining up-to-date curriculum, and promoting student success in the current EMP. The program identifies the challenges and strategies to collect appropriate data and increase the student success rate.

An analysis of SLO's and PLO's results and contributing factors that led to the drop in student success have been identified and the department has already implanted a plan of action. Relevant documentation are provided via graphs, charts, and tables. The 3-yr SLO cycle was delayed by one year, however, the SLO cycle has been extended to 4 years, so the program will evaluate its SLO cycle this Spring 2019. The Faculty chair will continue to get faculty buy-in on submitting SLO data.

Part III: Questions Related to Strategic Initiative: <u>Improve Communication, Culture & Climate</u>

Goal: SBVC will promote a collegial campus culture with open line of communication between all stakeholder groups on and off-campus.

SBVC Strategic Initiatives: Strategic Directions + Goals

	Does Not Meet	**Meets**	**Exceeds**
Communication	The program **does not identify** data that demonstrates communication with college and community.	The program **identifies** data that demonstrates communication with college and community.	In addition to the meets criteria, the program **demonstrates** the ability to communicate more widely and effectively, **describes** plans for extending communication, and provides data or research that **demonstrates** the need for additional resources.
Culture & Climate	The program **does not identify** its impact on culture and climate or the plans are not supported by the data and information provided.	The program **identifies and describes** its impact on culture and climate. Program **addresses** how this impacts planning.	In addition to the meets criteria, the program provides data or research that **demonstrates** the need for additional resources.

☐ **Does Not Meet**　　☒ **Meets**　　　　☐ **Exceeds**

<u>Efficacy Team Analysis and Feedback</u>:

The department demonstrates ongoing communication regarding anthropology as a field and career choice with the college and community. In serving the goal of improving Communication, Climate, and Culture in the current EMP, the program regularly updates the Department's website, disseminates the Department's brochure, and maintains a Facebook page.

The program faculty have served as advisors and mentors to students' clubs and as participants in various activities. The program maintains effective communications with other departments, CHC, CSUSB, and UCR. The department collaborates with MEChA Students' CTA, and brings guests speakers to students. The department also works with the California Virtual College (CVC-OEI).

IV: Questions Related to Strategic Initiative: <u>Maintain Leadership & Promote Professional Development</u>

Goal: SBVC will maintain capable leadership and provide professional development to a staff that will need skills to function effectively in an evolving educational environment.

SBVC Strategic Initiatives: <u>Strategic Directions + Goals</u>

	Does Not Meet	**Meets**	**Exceeds**
Professional Development	The program **<u>does not identify</u>** currency in professional development activities.	Program **<u>identifies current avenues</u>** for professional development.	In addition to the meets criteria, the program shows that professional development has **<u>impacted/expanded</u>** the program and **<u>demonstrates</u>** that the program is positioning itself for growth.

☐ **Does Not Meet**   ☒ **Meets**   ☐ **Exceeds**

<u>Efficacy Team Analysis and Feedback</u>:

The department participates in a variety of professional development activities: OER training, conferences/workshops, local community research projects, partnerships, online courses, and various anthropological association memberships.

V: Questions Related to Strategic Initiative: <u>Effective Evaluation & Accountability</u>

Goal: SBVC will improve institutional effectiveness through a process of evaluation and continuous improvement.

SBVC Strategic Initiatives: <u>Strategic Directions + Goals</u>

	Does Not Meet	**Meets**	**Exceeds**
Mission/ Statement of Purpose	The program **<u>does not have</u>** a mission/ statement of purpose, or it **<u>does not clearly link</u>** with the institutional mission.	The program **<u>has</u>** a mission/statement of purpose, and it **<u>links</u>** clearly with the institutional mission.	
Productivity	The data **<u>does not show</u>** an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed.	The data **<u>shows</u>** the program is productive at an acceptable level.	The program functions at a highly productive level and has planned for growth as appropriate.
Relevance, Currency, Articulation	The program **<u>does not provide</u>** evidence that it is relevant, current,	The program **<u>provides</u>** evidence that the	In addition to the meets criteria, the program **<u>discusses plans</u>** to enhance current course

	and that courses articulate with CSU/UC, if appropriate. Out of date course(s) that were not launched into Curricunet by Oct. 1, 2017 may result in an overall recommendation no higher than Conditional.	curriculum review process is up to date. Courses are relevant and current to the mission of the program. Appropriate courses **have been articulated** or transfer with UC/CSU, or **plans are in place** to articulate appropriate courses.	offerings that link to student/community needs and positions the program for improved student outcomes.
Challenges	The program **does not incorporate** weaknesses and challenges into planning.	The program **incorporates** weaknesses and challenges into planning.	The program **incorporates** weaknesses and challenges into planning that demonstrate the need for expansion.

☐ **Does Not Meet**   ☒ **Meets**   ☐ **Exceeds**

Efficacy Team Analysis and Feedback:
The anthropology program has a clear and appropriate mission which aligns with the college mission.

The program provides data and the data analysis that the program is productive at an acceptable level.
The department shows the curriculum is up to date. All Anthropology courses are transferrable to CSU and UC systems and meet graduation requirements as GE courses.

The department recognizes challenges and has analyzed these challenges and implemented efforts for outreach and recruitment.

VI: Questions Related to Strategic Initiative: Provide Exceptional Facilities

Goal: SBVC will support the construction and maintenance of safe, efficient, and functional facilities and infrastructure to meet the needs of students, employees, and the community.

SBVC Strategic Initiatives: Strategic Directions + Goals

	Does Not Meet	Meets	Exceeds
Facilities	The program **does not provide an evaluation** that addresses the sustainability of the physical environment for its programs.	Program **provides an evaluation** of the physical environment for its programs and **presents**	In addition to the meets criteria, the program has **developed a plan** for obtaining or utilizing additional facilities for program growth.

		evidence to support the evaluation.	

☐ **Does Not Meet**   ☒ **Meets**   ☐ **Exceeds**

Efficacy Team Analysis and Feedback:

The program provides a good evaluation of the facility and the equipment used within the program.

VII: Previous Does Not Meet Categories

☐ **Does Not Meet**   ☒ **Meets**   ☐ **Exceeds**

Efficacy Team Analysis and Feedback:

All areas received "meets" in the last efficacy cycle.