

## Foothill Annual Program Review 2023

Annual Program Review Template 2023

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1. Number of full-time faculty in the program.

3

2. Number of part-time faculty in the program.

6

3. Number of staff in the program.

0

4. Do the above numbers reflect any staffing changes?

No

5. Refer to the most recent Comprehensive Program Review, what were the identified actions for improvement? Identify any current and/or new Strategic Goals.

Based on our most recent Comprehensive Program Review, conducted in 2021, we determined that it is imperative the Business Program conduct regular program assessments to determine the program's effectiveness, as well as to identify appropriate actions necessary to meet the needs of our students. As a result, we determined it is necessary to revisit and conduct strategic planning activities in order to address the recent changes in the business environment, including changes in the job market, and changes in how business is conducted, that have arisen as a result of transformational societal factors such as rapid advances in technology (such as AI), the effects of the pandemic, and global unrest. Our strategic "North Star" remains providing all students, with a special focus on equity, with the educational experience necessary to help them achieve their personal goals to transfer to a 4-year institution, to successfully identify, enter and establish a robust career path, or to start their own business.

6. What actions identified in the Comprehensive Program Review (or most recent Annual Program Review if no Comprehensive Program Review) have you completed this year?

We have completed general reflective activities, including departmental reviews, and advisory board information gathering workshops to capture a general understanding of the current state of our program as well as a cursory awareness of the education, skills and experience that are now necessary for our students to be successful in the business world, when it comes to getting jobs and starting their own business. Our current focus is to conduct strategic planning to determine how our program needs to change, re-casting our program's vision, mission and strategies, in order to prepare our students to be successful in this new business environment.

7. Explain your implementation timeline and if there have been any changes or updates.

Our current implementation timeline is as follows:

Winter 2024 (Jan-Feb) - Conduct Strategic Planning Activities to determine drafts of new program level strategic direction (vision, mission, strategy and selected implementation activities)

Winter 2024 (Mar) - Meet with Advisory Board to review and refine strategic direction

Spring 2024 (Apr-Jun) - Implement selected activities, and in "riding in the airplane as we are building it" fashion, continue to both solidify the program level strategic plan and execute on tactical activities to help us realize the new strategic direction more quickly.

8. Explain the evidence the program used to evaluate progress and provide an update on progress.

General documentation has been consistently collected from meetings, workshops and sessions from the reflective assessments and strategic planning activities. These will be collated and presented as the strategic direction of the Business Program becomes more fully articulated and ready for implementation.

9. Click the link and follow the instructions to the Disproportionate Impact dataset, then respond to the prompt below.

[https://foothilldeanza-my.sharepoint.com/:b:/g/personal/20078222\\_fhda\\_edu/EctjgGNEurtMlb1n6ZQ5k3kBNTEjiE9G\\_kGSHMhfM1tsrA?e=yDcC7c](https://foothilldeanza-my.sharepoint.com/:b:/g/personal/20078222_fhda_edu/EctjgGNEurtMlb1n6ZQ5k3kBNTEjiE9G_kGSHMhfM1tsrA?e=yDcC7c)

Identify the groups that are experiencing a disproportionate impact in the most recent year (highlighted in orange). In the text box below, provide the percentage point gap and the number of additional successes needed to erase the percentage point gap for each group.

The two groups that are experiencing a disproportionate impact in the most recent year are: (1) Black with a percentage point gap of -19% and 19 additional successes needed to erase the gap; and (2) Latinx with a percentage point gap of -10% and 59 additional successes needed to erase the gap.

10. Use this opportunity to reflect on your responses in this document. Include your closing thoughts.

The Business Department recognizes the disproportionate impact seen in the two groups (Black and Latinx) and will actively focus on these gaps during our strategic planning activities to ensure that appropriate steps will be taken to reduce these gaps and increase student group success in these areas.

# Rubric Annual Program Review

## Criteria

The program's responses...

- align with the program's goals
- align with data
- are informed by data
- are within the control of the program
- have measurable outcomes

Meets Expectations

Needs Improvement

## Feedback

The department has thoughtfully engaged with its data and has a clear timeline to implement changes outlined in its Comprehensive Program Review.

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This form is completed and ready for acceptance.