

## Foothill Annual Program Review 2023

Annual Program Review Template 2023

### Annual Program Review 2023

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

3

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

5

3. Number of staff in the program.

0

4. Do the above numbers reflect any staffing changes?

Our PT faculty have experienced significant reductions in assignments (loss of income) over the past few years due to enrollment decline and increasing pressure to reduce sections to increase Productivity. Additionally our pool of PT faculty with REP has decreased due to the same factors. Given that 2 of our 3 full-time faculty are reassigned to other duties for 50% or more load currently, and our PT faculty are still not getting their full load requests, we do have some concern about what the impact of our FT faculty returning to a full teaching load will be on our PT faculty who have even greater longevity at Foothill than our FT faculty.

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

We are currently prioritizing the following strategic goals identified in our most recent comprehensive program review:

- Developing a two-year schedule of our classes
- Expanding offerings of Honors classes
- Supporting the Center for Applied Anthropology, including engaging in active research on campus
- Increasing our partnership with Umoja, including adding a cohort from Umoja to our ANTH 1 classes each year
- Advocating at the College Curriculum Committee (and more broadly with FA, the senates and the Office of Instruction) for more appropriate class sizes to support equity-minded pedagogy and authentic assessments

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?

- Increased enrollment in our on campus classes. (We are the department with by far the greatest number of fully face-to-face sections in the BSS Division).
- We are experiencing much fewer class cancellations, and are steadily increasing our Productivity.
- Revived our local and international field schools (after the pandemic hiatus)
- Expanded Honors sections in every schedule of the 23-24 year, and we have two new honors classes (ANTH 5H and ANTH 8H) that have successfully gone through the curriculum pipeline, and will be offered starting Fall 2024.
- Added an Anthropology faculty of Color tutor to the STEM Success Center, with online and on campus hours, however we did not see a significant enough utilization of tutoring services to warrant an ongoing request.
- Increased utilization of Foothill Connect to refer students to needed supports, in an effort to increase retention and course success rates.
- Strong ANTH faculty attendance at all Equity trainings identified in 13-55 division goals.

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

Efforts are ongoing. The Anthropology faculty meet at least twice/month to review implementation progress.

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

Some of the data we consult to gauge success of our efforts include:

- David Ulate's enrollment reports, especially a new report created at the request of our department to monitor Hybrid and face-to-face enrollment.
- STEM Center enrollment reports (tutoring reports) and feedback from the faculty tutor
- Feedback from Anthropology faculty and students
- Feedback from Honors coordinators and Honors reports
- The Program Review data tools

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

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.

Overall course success gaps by ethnicity are the following:

- Black: 13% - 17 more successes needed
- Latinx: 10% - 58 more successes needed
- Students with disabilities: 11% - 11 more successes needed
- Low income: 5% - 40 more successes needed

Significantly, these gaps appear to have grown since the prior year. We believe (based on many years of data) the increase in equity gaps correlates to an increase in Productivity.

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

We have been tracking an unwavering correlation between higher Productivity and greater equity gaps (and vice versa) for close to 10 years now. We are wondering when we are going to address this data point at an institutional level. While we do know there is always more we can do as individual faculty and as a department, we also believe that more institutional commitment to reducing these gaps at a structural/systemic level is urgently called for.

Click on the link below to view the Annual Program Review Rubric.

[https://foothilldeanza-my.sharepoint.com/:w:/g/personal/20078222\\_fhda\\_edu/Ec2dqPH1B2RHinzFtnlz6sYB7-DOzW9lv1KkGyWdLuZkbg?e=CIfFMU](https://foothilldeanza-my.sharepoint.com/:w:/g/personal/20078222_fhda_edu/Ec2dqPH1B2RHinzFtnlz6sYB7-DOzW9lv1KkGyWdLuZkbg?e=CIfFMU)

End of Annual Program Review Template 2023

Annual Budget

Click on the link below and you will be taken to the Annual Budget Smartsheet Form. **Only one designated person from each program will have access to Annual Budget Form. If you are not the designated person for your program, you will not have access to the form.**

<https://dynamicview.smartsheet.com/views/7e0871bb-f3aa-412f-9ab8-6bb7a979714f>

If you already have a Smartsheet account, log in using your fhda email and your Smartsheet password. If you do not have a Smartsheet account, click on "Create one" and follow the directions. Note, you must use your fhda email address to access this form.

Once you've opened the form, please click the link below and watch the video to learn how to complete the form and for a description of eligible expenses. When completing the Annual Budget Form, only new items (equipment, software, etc.) should be requested. Do not include routine items, ongoing purchases, or lottery-funded items (office supplies, instructional material supplies, etc.).

[https://foothilldeanza-my.sharepoint.com/personal/20078222\\_fhda\\_edu/\\_layouts/15/stream.aspx?id=%2Fpersonal%2F20078222%5Ffhda%5Fedu%2FDocuments%2FAnnual%20Budget%20Preview%20Video%2Emp4&ct=1681228475714&or=CNT&cid=48569909-937d-327c-348a-3c0c1b5b24a7&ga=1](https://foothilldeanza-my.sharepoint.com/personal/20078222_fhda_edu/_layouts/15/stream.aspx?id=%2Fpersonal%2F20078222%5Ffhda%5Fedu%2FDocuments%2FAnnual%20Budget%20Preview%20Video%2Emp4&ct=1681228475714&or=CNT&cid=48569909-937d-327c-348a-3c0c1b5b24a7&ga=1)

End of Annual Budget

---

This form is completed and ready for acceptance.

## 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 reviewed its data and taken several of the actions it planned in its Comprehensive Program Review. The impacts of course reductions and declining enrollment on PT faculty are noted.

---

This form is completed and ready for acceptance.