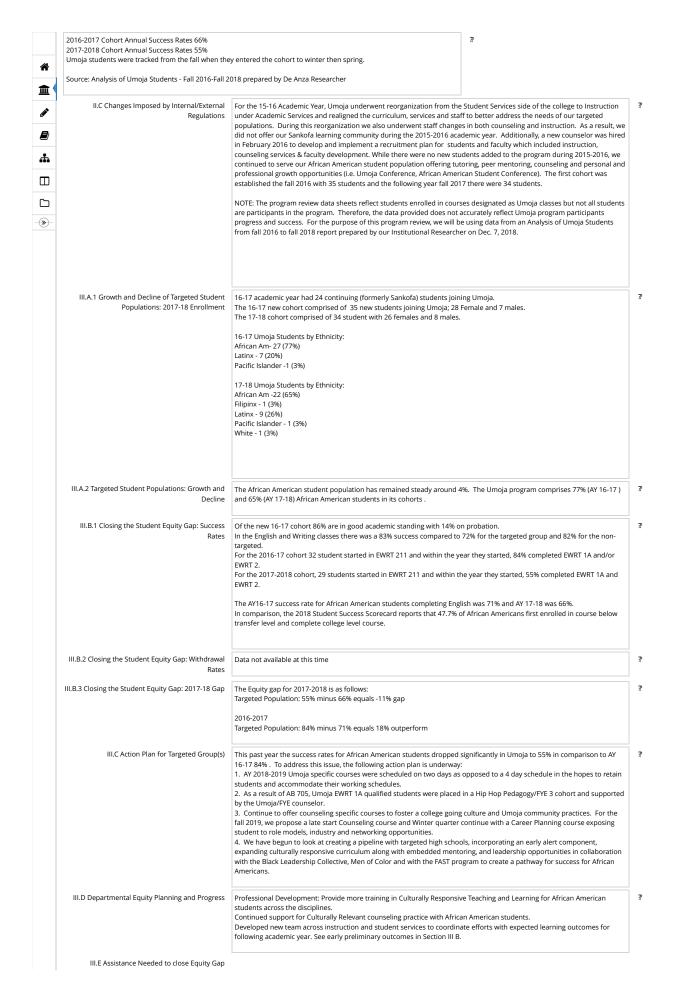
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4	Name	Dept AS - (SSRS) Umoja			
	2018-19 Annual Program Review Update Submitted By	Kassie Phillips and Alicia Cortez			
	APRU Complete for	2018-19 🔻 🎖			
**	Program Mission Statement	UMOJA (A Kiswahili word meaning unity) is a community and critical resource dedicated to enhancing the cultural and educational experiences of African American and other students. We believe that when the voices and histories of studer are deliberately and intentionally recognized, the opportunity for self-efficacy emerges and a foundation is formed for academic success. Umoja actively serves and promotes student success for all students through a curriculum and pedagor responsive to the legacy of the African and African American Diasporas. SSRS is committed to the goals of Umoja and will continue to work in collaboration to address the needs and inequities of African American students	ogy		
	I.A.1 What is the Primary Focus of Your Program?	Basic skills 7			
	I.A.2 Choose a Secondary Focus of Your Program?	Transfer ?			
	I.B.1 Number Certificates of Achievment Awarded	0	??		
	I.B.2 Number Certif of Achievment-Advanced Awarded	0	??		
	I.B.3 #ADTs (Associate Degrees for Transfer) Awarded	0	?		
	I.B.4 # AA and/or AS Degrees Awarded	3	?		
	I.B.5 Strategies to Increase Awards	Develop a process to track accumulation of units and provide more intrusive counseling with cohort. Invite university representatives to Umoja classes and provide more campus visit opportunities. Bring back Transfer specific counseling course for all SSRS programs to yield higher transfer and AA rates.	??		
	I.C.1. CTE Programs: Review of Perkins Core Indicator and SWP Outcomes Metrics	0	??		
	I.C.2 CTE Programs: Labor Market Demand and Industry Trends :	0	??		
	I.D.1 Academic Services & Learning Resources: #Faculty served	0	??		
	I.D.2 Academic Services & Learning Resources: #Students served	0	??		
	I.D.3 Academic Services & Learning Resources: #Staff Served	0	??		
	I.E.1 Full time faculty (FTEF)	1.3	?		
	I.E.2 #Student Employees	4	??		
	I.E.3 Ratio % of Full -time Faculty Compared to % Part-time Faculty Teaching	44% to 35% (.2 to .2 load)	??		
	I.E.4 # Staff Employees		??		
	I.E.4 #Staff Employees	0	??		
	I.E.5 Changes in Employees/Resources		??		
	II.A Enrollment Trends	Student headcount for African American students on the De Anza campus is as follows: Fall 2015: 979 students (4.3%) Fall 2016: 933 students (4.2%) Fall 2017: 889 students (4.3%)	??		
		Source:http://research.fhda.edu/factbook/demo-fact-sheets-de-anza.html Fall 2017: Headcount was 48 students Fall 2016: Headcount was 35 students			
	II.B Overall Success Rate				

1 of 4 4/15/19, 11:37 AM



2 of 4 4/15/19, 11:37 AM

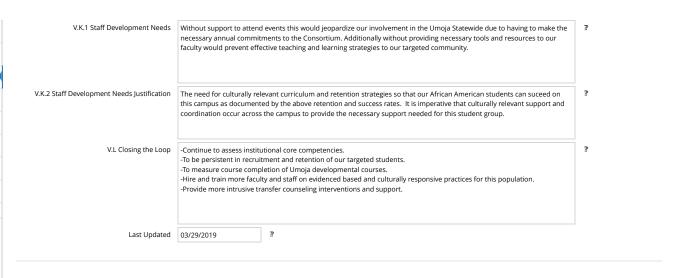
	Yes ▼ ?		
☆<!--</th--><th>III.F Integrated Plan goals: current student equity data and action plan</th><th>1. Improve transfer and graduation rates for disproportionately impacted students. 2. Close the achievement gap for students in developmental (Basic Skills) courses and other identified student populations by 3. Identify and update campus services, policies, procedures towards reducing barriers and increasing student success. 4. Engage faculty and staff in professional development activities focused on improving student success and closing the achie 5. Build on and broaden our existing relationships in the high schools and within the community to improve college readiness</th><th>vement gap</th>	III.F Integrated Plan goals: current student equity data and action plan	1. Improve transfer and graduation rates for disproportionately impacted students. 2. Close the achievement gap for students in developmental (Basic Skills) courses and other identified student populations by 3. Identify and update campus services, policies, procedures towards reducing barriers and increasing student success. 4. Engage faculty and staff in professional development activities focused on improving student success and closing the achie 5. Build on and broaden our existing relationships in the high schools and within the community to improve college readiness	vement gap
		?	
2	IV.A Cycle 2 PLOAC Summary (since June 30, 2014)	According to the PLO and SSSP mandates, 85% of Umoja students completed their placement test, 75% completed their carr	?
	IV.B Cycle 2 SLOAC Summary (since June 30, 2014)	0	??
	V.A Budget Trends	Beginning 2016-2017, the SSRS received an augmentation of \$20,000 to support Umoja and FYE cohorts programming and student support.	?
		Umoja receives DASB funds to partially cover the Umoja student Statewide conference and to fund 4 peer mentor/tutor positions. In addition, Umoja receives Student Equity funds to support Umoja Statewide Student Conference not covered by DASB. Student Equity Funds continue to support Umoja Professional Development Trainings for the Counselor and Faculty; Umoja Consortium fees; the full-time counselor position and faculty additional pay for Umoja curriculum planning & coordination. All SSRS students (includes Umoja) have access to book vouchers from the SSRS Foundation account due to a generous donor.	
	V.B Funding Impact on Enrollment Trends	If funds are reduced or taken away this will impact programs ability to recruit and retain students and will lose	77
		counselor/coordinator.	
	V.C.1 Faculty Position(s) Needed	Growth 7	
	V.C.2 Justification for Faculty Position(s)	Hire English faculty dedicated to program and recruit faculty across disciplines to help facilitate Umoja curriculum, assist with coordinating program activities alongside program coordinator, and provide instructional support.	?
		Equity data reveals that African descent students are not performing at rates of non-targeted/targeted students. In order to close gap there needs to be more culturally competent faculty and staff to support this targeted student group.	
	V.D.1 Staff Position(s) Needed		
	V.D.2 Justification for Staff Position(s):		?
	V.E.1 Equipment Requests	Over \$1,000	
	V.E.2 Equipment Title, Description, and Quantity	Additionally requesting Camera and color printer for program activities.	?
	V.E.3 Equipment Justification	To promote the program visibility on social media and outreach materials.	?
	V.F.1 Facility Request	Larger space for study groups and tutoring.	?
	V.F.2 Facility Justification	Currently the SSRS Centers houses four cohort programs and has exceeded the room capacity during peak hours and exceeds room capacity. Currently, the space provided is at capacity during peak times and presents a safety hazard. Not enough tables or chairs or space to accommodate them all so many use the LCW hallway to meet and work on projects.	?
	V.G Equity Planning and Support	Additional Pay funds to compensate for faculty and program coordinators. Continuing funds for professional development to attend Umoja required events such as their annual Summer Learning Institute and other professional development events as they arise. Yearly consortium fee to Umoja.	??
	V.H.1 Other Needed Resources	This work has generated a need for various resources that would assist in more adequately serving our students. The requests include funds for training, tutoring, for transferring students to attend Historically Black College and University (HBCU) tours, Tri-annual Umoja student conferences, field trips, course textbooks and continue funding through the SSRS B Budget.	?
	V.H.2 Other Needed Resources Justification	There were no SLO/PLO previously for Umoja. Goal is to develop PLO and SLO by end of academic school year. SLO and PLO developed as of March 2019.	??
	V.J. "B" Budget Augmentation	The program would like to request the continued support of \$10,000. The funding would support the students and faculty in providing necessary resources to the program. The funding would provide annual assistance with required annual attendance at Umoja's tri-annual conferences, hosting speakers and workshops, campus visits,program shirts,curriculum development and other necessary student activities, events, materials students may need to assist in ensuring their success and ensuring the school's commitment to their success.	??

3 of 4

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4 of 4 4/15/19, 11:37 AM