🏛 Dept AS - (SSRS) Umoja › Academic Support Assessment Unit › Program Review
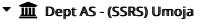
ⓘ Enter information for 2016-17 only. Prior years need to be entered in Word document and sent to Vice President of Student Services.　　　　　　　　　　　　　✖

▼ 🏛 **Dept AS - (SSRS) Umoja**　　　　　　　　　　　　　　　　✎

For 2017-18 Submitted by:: Kassie Phillips

APRU Complete for: 2017-18

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 students 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 pedagogy 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

I.A.1 What is the Primary Focus of Your Program?: Basic skills

I.A.2 Choose a Secondary Focus of Your Program?: Transfer

I.B.1 Number Certificates of Achievment Awarded:

I.B.2 Number Certif of Achievment-Advanced Awarded:

I.B.3 #ADTs (Associate Degrees for Transfer) Awarded: 2

I.B.4 # AA and/or AS Degrees Awarded: 4

I.C.1. CTE Programs: Impact of External Trends: 0

I.C.2 CTE Programs: Advisory Board Input: 0

I.D.1 Academic Services & Learning Resources: #Faculty served: 0

I.D.2 Academic Services & Learning Resources: #Students served: 62

I.D.3 Academic Services & Learning Resources: #Staff Served: 0

I.E.1 Full time faculty (FTEF): 0.8

I.E.2 #Student Employees: 3

I.E.3 % Full-time : 54%

I.E.4 #Staff Employees: 0

I.E.5 Changes in Employees/Resources:

II.A Enrollment Trends: There has been an 5% decrease in the number of African American students at De Anza this fall 2017.

II.B.1 Overall Success Rate: Umoja students experienced a course success rate of 72%

compared to 58% non-targeted groups in 2016-2017.

II.B.2 Plan if Success Rate of Program is Below 60%:

II.C Changes Imposed by Internal/External Regulations: For the 15-16 Academic Year, Umoja underwent reorganization from the Student Services side of the college to Instruction under Academic Services and realigned the curriculum, services and staff to better address the needs of our targeted populations. During this reorganization we also underwent staff changes in both counseling and instruction. As a result, we did not offer our Sankofa learning community during the 2015-2016 academic year. Additionally, a new counselor was hired in February 2016 to develop and implement a recruitment plan for students and faculty which included instruction, counseling services & faculty development. While there were no new students added to the program during 2015-2016, we continued to serve our African American student population offering tutoring, peer mentoring, counseling and personal and professional growth opportunities (i.e. Umoja Conference, African American Student Conference).

III.A Growth and Decline of Targeted Student Populations: 16-17 year had 24 continuing students & had 34 new students join Umoja. 27 Female and 7 males. 65% of which receive some type of financial aid.
Student equity addresses need for African Descent student services. Please refer to student equity.(https://www.deanza.edu/sssp_equity/

III.B Closing the Student Equity Gap: Of the new 16-17 cohort 86% are in good academic standing with 14% on probation.
In the English and Writing classes there was a 83% success compared to 72% for the targeted group and 82% for the non-targeted.

III.C Plan if Success Rate of Targeted Group(s) is Below 60%: 0

III.D Departmental Equity Planning and Progress: Hired new Umoja Counselor with Equity funding in 2016. Developed new team with expected learning outcomes for following academic year. See early preliminary outcomes in Section III B.

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 campus orientation, 50% completed abbreviated plan and 92% Comprehensive Plans.

IV.B Cycle 2 SLOAC Summary (since June 30, 2014): 0

V.A Budget Trends: Since the inception of Umoja (previously Sankofa) no B budget for activities or program planning have existed so program has relied on Basic Skills, DASB, Equity , and SSRS funds to support student and program needs. Will continue to fund programming on DASB, Equity and SSRS funds to assist with student needs.
Last year 2016-2017 was the first time, the SSRS received an augmentation of $20,000 to support Umoja and FYE cohorts.

V.B Funding Impact on Enrollment Trends: If funds are reduced or taken away this will impact programs ability to retain students and will lose counselor/coordinator.

V.C.1 Faculty Position(s) Needed: Growth

V.C.2 Justification for Faculty Position(s): Hire English faculty dedicated to program and could recruit faculty across disciplines, 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 rate of non-targeted students. In order to close gap there needs to be culturally competent faculty and staff to support targeted student groups. Please refer to equity data.

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:

V.F.1 Facility Request: Larger space for study groups and tutoring.

V.F.2 Facility Justification: Currently the SSRS Centers houses three cohort programs and has exceeded the room capacity during peak hours.

V.G Equity Planning and Support: Resources that have been generated are compensation for faculty and program coordinators. 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 books, and continued augmentation of a B-budget.

V.H.2 Other Needed Resources Justification: There were no SLO/PLO previously for Umoja as IPBT only requested SSRS to conduct program review. Goal is to develop PLO and SLO by end of academic school year.

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.

V.K.1 Staff Development Needs: Without having support to attend listed events this would jeopardize our involvement in the Umoja statewide due to having to make the necessary annual commitments to the Consortium. Additionally without providing necessary tools and resources to our faculty would enable the faculty from providing the proper tools and information to our targeted community.

N/A

V.K.2 Staff Development Needs Justification:

V.L Closing the Loop: -Umoja plans to develop PLOs , SLOs with Umoja faculty by end of academic year.
-Continue to assess institutional core competencies.
-To be persistent in recruitment and retention of our targeted students.
-To measure course completion of Umoja developmental courses.

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