



C U Y A M A C A
• C O L L E G E •

Comprehensive Program Review Report

Academic - Anthropology (ANTH) - (AHSS)

Program Goals

Hire Full-Time Tenure Track Faculty Member (24FA)

Program Goal: Hire Full-Time Tenure Track Faculty Member.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Hire Full-Time Tenure Track Faculty Member. (X)
- **Increase Completion and Eliminate Equity Gaps:** Hire Full-Time Tenure Track Faculty Member. (X)
- **Increase Equitable Access:** Hire Full-Time Tenure Track Faculty Member. (X)
- **Increase Hiring and Retention of Diverse Employees:** Hire Full-Time Tenure Track Faculty Member. (X)
- **Increase Persistence and Eliminate Equity Gaps:** Hire Full-Time Tenure Track Faculty Member. (X)

Summary of Progress or Results

Summary Date: 10/24/2024

Summary of Progress or Results: In Progress

Reporting Period: 2024 - 2025

Action steps for this academic year.:

During AY24-25, the Behavioral and Social Sciences Department will discuss the costs and benefits of submitting a faculty hiring request for full-time ANTH faculty member.

Program Overview and Update

Lead Author

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Collaborator(s)

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Dean/Manager(s)

Lauren Halsted, Ed.D.

Program Reflection and Description

Provide your program's mission statement. If your program does not have a mission statement, what is your timeline for creating a mission statement?

The ANTH program does not have a mission statement. The Behavioral and Social Sciences Department will need to determine a timeline to create a mission statement.

Is the program description in the current college catalog up to date and accurate?

Yes

Describe how your program advances the College's vision of equity, excellence, and social justice through education. How does the program reflect the College's mission and values?

The program advances the College's vision, mission, and values by offering an AA-T degree in ANTH. While there have been very few students who earned an ANTH AA-T degree in the last five years, the few students who have earned the degree, have benefitted in doing so.

Curriculum Review and Development

Have all of your active course outlines been reviewed within the last five years?

Yes

If you answered "No" above, please explain.

ANTH-120 and ANTH-130 were reviewed in 2022. ANTH-140 was reviewed in 2020. ANTH-150 was reviewed in 2023. And ANTH-160 was reviewed in 2024.

Please list any planned changes from the current semester forward for curriculum (courses, degrees, and/or certificates) and the rationale for those changes.

The Behavioral and Social Science department is deliberating whether to maintain or deactivate the ANTH AA-T degree given the lack of course-section offerings and degrees awarded over the last 5 years. Without a full-time faculty member to offer courses, support declared ANTH majors, and build curricular, co-curricular, and extra-curricular opportunities for students, the program cannot grow.

For Transfer Programs: How is your program meeting the transfer needs of students, and/or articulation with four-year institutions? If not a transfer program, please enter N/A

Students who earn the ANTH AA-T degree are guaranteed admission to the CSU system and prepared for the transfer to the UC. However, there has been a dearth in ANTH AA-T degrees awarded in the last 5 years.

Student Learning Outcomes (SLO) Assessment

What do your SLO data suggest about student experiences, successes, and challenges in your service area?

SLOs appear to be last assessed in 2019, but there is no additional data.

Share an example of meaningful, innovative, equitable, and/or student-centered SLO assessment happening in your program.

N/A

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Discuss how your SLO data are being used for course and/or program improvements for student retention, success, and/or goal achievement.

N/A

Degree and Certificate Programs

For each degree and certificate indicate how many awards were conferred in the past five years. Please comment on any trends and provide context to explain any increases or decreases.

Only 3 ANTH for Transfer to CSU and 2 ANTH for Transfer to UC were awarded in the last 5 years.

Indicate when each degree and certificate was last reviewed and updated (semester), if this information is available (e.g., via internal program records or Curriculum Committee minutes).

ANTH AA-T degree program was last modified in Spring 2023. Link to Curriculum Committee Agenda (<https://intra.cuyamaca.edu/in/committees/curriculum/files/agendas/2023/2023-04-04-curriculum-agenda.pdf>) and Minutes (<https://intra.cuyamaca.edu/in/committees/curriculum/files/minutes/2023/2023-04-04-curriculum-minutes.pdf>).

Can students complete the degree/certificate requirements within a two-year period?

No

If you answered "No" above, please explain.

Students cannot complete the ANTH AA-T in 2 years because the program does not have a full-time ANTH faculty who can offer the range of courses needed for declared ANTH majors.

How is your program currently assessing its PLOs? Please select all that apply.

Other

If you answered "Other" above, please specify here.

Without a full-time ANTH faculty, program learning outcomes have not been assessed.

Please provide the following for each degree/certificate: ? The most recent semester each of your program(s) assessed PLOs; ? Brief summary of findings; and ? Overview of changes made as a result.

ANTH AA-T PLOs have not been assessed in the last 4 years.

Are all of your degree maps completed?

No

If you answered "No" above, what are your plans to complete the degree maps for your program?

No, the Behavioral and Social Sciences Department will need to determine a timeline to create degree maps for the ANTH AA-T.

Are the degree maps posted to the college website?

No

If you answered "No" above, what are your plans to publish the degree maps for your program?

No, the Behavioral and Social Sciences Department will need to determine a timeline to create degree maps for the ANTH AA-T.

How are you currently assessing your PLOs? If you are not currently assessing PLOs, what is your plan to assess PLOs in the future?

ANTH AA-T PLOs have not been assessed in the last 4 years. The Behavioral and Social Sciences Department will need to determine a timeline to assess PLOs the ANTH AA-T.

How are your PLO assessments informing improvements/changes to your program?

N/A

Student Access and Achievement

Data are required to answer these questions. If no data are available, please describe the plan to gather, discuss, and use these data in the future.

Fall Data:

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- A total of 242 students enrolled in the course.
- A plurality of students identified as Hispanic/Latino.
- Most students were between ages of 20-24.
- Most students has educational goal of Transfer with Degree.
- Most students were full-time.
- Overall retention rate was 75%.
- Overall success rate was 63%.

Spring Data:

- A total of 133 students enrolled in the course.
- A plurality of students identified as Hispanic/Latino.
- Most students were between ages of 20-24.
- Most students has educational goal of Transfer with Degree.
- Most students were full-time.
- Overall retention rate was 66%.
- Overall success rate was 52%.

Please describe any enrollment changes (increases/decreases) over the past 4 years and the context for these changes.

ANTH course-section enrollment has declined since FA20-SP21 from 127 students to FA23-SP24 to 29 students.

If your program has seen a significant decline in enrollment over the past 4 years, what resources or support would be helpful to improve program enrollment and access?

ANTH needs a full-time faculty in order to the needed course-sections to be offered, more AA-T degrees to be awarded, and more support can be offered in and out of the classroom.

What is the program doing to increase student enrollment or access?

Without a full-time ANTH faculty member, the program will not be able to increase enrollment or access.

What is your program's overall course success rate? How has it changed over the past 4-5 years?

The overall success rate has ranged from a low of 33% (FA23) to a high of 84% (FA22).

Which groups are experiencing equity gaps in your program for success rate and/or retention rate?

Yes, there is an equity gap in Fall semesters for African-American, American Indian, Asian, Hispanic/Latino, and Middle Eastern students. And Hispanic/Latino students in Spring semesters.

What department/discipline (or institutional) factors may be contributing to these lower rates of success for these groups of students?

Without a full-time ANTH faculty member, the program will not be able to increase success rates.

How has this data shaped your comprehensive program review goals and action steps?

This data makes clear that without a full-time ANTH faculty member, the program will not be able to develop program goals, delineate action steps, offer course-sections, evaluate SLOs and PLOs, or increase degrees awarded.

Discuss your department/discipline's plan for diversifying department faculty in alignment with the GCCCD Board Resolution 20-015.

The Behavioral and Social Sciences Department regularly supports new part-time and full-time faculty through professional development opportunities and regularly scheduled department meetings.

Comprehensive Program Review

What other qualitative or quantitative data, if any, is the department/discipline using to inform its planning for this comprehensive program review?

N/A

Distance Education Course Success (If Applicable)

If your department offers distance education classes, how do you ensure Regular and Substantive Interaction (RSI) is being implemented?

Distance Education ANTH courses have been offered, but it is unknown how RSI was achieved by the part-time faculty member who taught the course-sections.

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If there are differences in success rates for distance education (online) versus in-person classes, what will the program do to address these disparities? If there are no differences, what did the program do to achieve that?

The average success rate for DE ANTH courses was 61% for in-person and 79% for DE during Fall terms. No DE ANTH courses were offered during Spring terms.

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Career Exploration and Program Demand (Career Education Programs Only)

Strengths, Challenges & External Influences

Please describe your program's strengths.

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Please describe external influences that affect your program (both positively and negatively).

Without a full-time ANTH faculty member, the program is neither negatively or positively influenced by external factors.

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Given these factors, what opportunities exist for the service area to advance the College's goals in the next 4 years?

Without a full-time ANTH faculty member, the program has little opportunity to further advance the College's vision, mission, values, or goals.

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Program Goals

Program Goals Status

I have updated the progress on my previous goals.

Program Goals Mapping

Mapping for all active Program Goals complete.

Submission
