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Annual Update Report

Admin - Student Success & Equity

Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (Fa2024)

Program Goal: Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit
Goal Status: Active

Mapping
2022 - 2028 Strategic Plan: *(X)*
- **Increase Hiring and Retention of Diverse Employees:** Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (**X**)

- **Increase Persistence and Eliminate Equity Gaps:** Develop a sustainable, data-informed infrastructure for the Student Success & Equity Unit (**X**)

Summary of Progress or Results
Summary Date: 12/29/2024

Summary of Progress or Results: New goal as of Fall 2024
Reporting Period: 2024 - 2025
Status: Not Started
What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position
Action steps for this academic year.:
- Develop a staffing plan for the student engagement centers, with center hours and operations informed by student utilization and survey data

- Explore long-term facilities options for the student engagement centers

- Develop a plan for Student Success & Equity-led Culture and Community Circle events

- Develop an operations plan, including staffing and facilities considerations, for professional development, informed by participation and survey data as well as the Professional Development Plan

- Implement new guided pathways action plan in coordination with other areas

- Hire Training Assistant position to support professional development, the Vision Resource Center, and other Student Success & Equity operations

Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (Fall 2024)

Program Goal: Improve integration of the Student Equity Plan with college-wide planning and evaluation activities
Goal Status: Active

Mapping

<u>2022 - 2028 Strategic Plan:</u> *(X)*

- **Eliminate Equity Gaps in Course Success:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (**X**)

- **Increase Completion and Eliminate Equity Gaps:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (**X**)

- **Increase Equitable Access:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (**X**)

- **Increase Persistence and Eliminate Equity Gaps:** Improve integration of the Student Equity Plan with college-wide planning and evaluation activities (**X**)

Summary of Progress or Results
Summary Date: 12/29/2024 **Summary of Progress or Results:** New goal as of Fall 2024 **Reporting Period:** 2024 - 2025 **Status:** Not Started **Action steps for this academic year.:** Action steps for this goal in 2024-25 include the following: • Facilitate the completion of the 2025-2028 Student Equity Plan, informed by data and informed by discussions with the Student Success and Equity Council and other governance groups • Develop and implement regular progress and outcomes reporting schedule for Student Equity Plan indicators and action plans, including a presentation schedule • Crosswalk Student Equity Plan indicators and action steps with other college plans (e.g., Strategic Plan, upcoming Enrollment Management Plan, etc.)

Service Area Overview and Update

Lead Author
Bri Hays

Collaborator(s)
Input was provided by Jonathan Wesley, Karla Gutierrez, Moriah Gonzalez Meeks, Marissa Salazar, Veronica Nieves, and Heyley Troyer

Please summarize the changes, additions, and achievements that have occurred in your program since the last program review.

Leadership Transitions

In Summer 2023, the Student Success & Equity unit was created as a distinct unit for the purposes of program review. Though the Dean of Student Success & Equity was noted as the lead author, no program review was completed, as the Dean departed for a position at another college in February 2024. The responsibilities for the unit were assumed by the Senior Dean of Institutional Effectiveness, Success, and Equity from February 2024 to July 2024. An interim Dean of Student Success & Equity served in the position from July 2024 to December 2024. A permanent Dean is being sought, with the position posted in December 2024.

Functional Areas

The Dean of Student Success & Equity serves as the administrative lead for the Student Success & Equity unit. In Fall 2024, the unit included the following functional areas:

- Guided pathways coordination

- Professional development coordination

- Student engagement centers

- Equity-minded programming

Recent Changes

Student engagement centers, including the Together We Rise Latine/Latinx Student Center, Queer Center, and Black Student Success Center, were moved to the Student Success & Equity unit in February 2024, having previously been located within the Student Services and Special Programs unit after the Title V grant ended in Spring 2022. The Together We Rise Center opened in Fall 2022, and the Queer Center opened in Fall 2023. The Black Student Success Center opened in a temporary location in Fall 2024.

Guided pathways statewide funds were exhausted as of 2024-2025; thus, guided pathways activities previously funded by this allocation had to be transitioned to the Student Equity budget, which was already committed primarily to salaries and benefits for established college positions. The Guided Pathways faculty coordinator position was rescoped in Spring 2024, having previously been titled Student Success & Equity faculty coordinator, which had evolved over 6+ years to include guided pathways faculty leadership, with its scope increased beyond the original role of serving as a faculty lead for equity-focused professional development and programming. No applications for the new Guided Pathways faculty coordinator were received; thus the position remained vacant in Fall 2024. Marissa Salazar, the previous Student Success & Equity faculty coordinator, agreed to serve in a limited capacity in Fall 2024 to assist faculty Academic and Career Pathways leads. As of December 2024, strategic priorities for institutionalizing guided pathways efforts have been identified, with efforts focused on enrollment management, student engagement, degree maps, website redesign, continuation of ACP leads, onboarding through a pathways lens, and increased awareness/campus buy-in for pathways work.

Professional Development

After initially shifting to the from the Learning and Technology Resources Division in 2021-22, professional development coordination now squarely sits within the Student Success & Equity unit. The Dean of Student Success & Equity serves as the administrative oversight for college-wide professional development activities and faculty professional development tracking, which includes administration of the Vision Resource Center (VRC) online professional development management system. Administrative and technical support for the VRC was initially taken on by a grant-funded position in the IESE research/IE unit, but this was temporary in nature. A new

grant-funded position was created and launched in 2022 and provided technical assistance for the VRC. The vision for this position was to ultimately provide support for broader professional development and administrative functions under the Dean of Student Success & Equity, though due to the temporary nature of the position, this vision was never realized. The temporary, grand-funded position's funding ended in 2023, and the administration of the VRC and professional development tracking shifted to another temporary position, a part-time professional expert, in Fall 2023. Due to changes in district policy, this position ended in June 2024. To ensure continuity into the Fall 2024 semester, the Institutional Effectiveness Specialist position in the IESE research/IE unit temporarily took on the duties of the VRC administration and professional development tracking technical assistance. This position is grant funded, and funding will end by December 2025, but the need for this administrative position is critical, as is the need for a permanent Training Assistant who can support the Student Success & Equity unit. While the Equity-Minded Teaching and Learning Institute (EMTLI) has been in existance in one form or another since 2018, it has evolved over the years and has reached a large number of faculty. To better understand the scope of EMTLI in its current form as well as its budgetary needs, a one-year pilot for a reassigned time position was launched in Summer 2024, with one faculty coordinator at a .20 reassigned time specifically designated to lead EMTLI and a co-facilitator who was compensated via special project to help facilitate the 16 EMTLI sessions for the 2024-25 academic year.

Student Engagement Centers

As of the writing of this program review annual update, both the Together We Rise Latine/Latinx Student Center and the Black Student Success Center are temporarily located in the Library, former Academic Resource Center (ARC) space. Given the facilities challenges the campus is facing due to the limited Prop V funds remaining and the upcoming replacement of the original 1978 F Building with a significantly smaller new F Building, a permanent space for both centers is under review. Student workers from the Together We Rise center have expressed a desire to maintain a separate center for Latine/Latinx students long term but to integrate with the Black Student Success Center in the short term. With much of the College's facilities impacts and transitions yet to be fully fleshed out, and open spaces suitable for these student engagement centers as yet unknown, these two centers are operating together to best leverage existing staffing and temporary facilities. Currently, one grant-funded position exists to help establish the Black Student Success Center. However, funding for this position will be exhausted in June 2025. Thus, only one permanent, full-time position will be overseeing and supporting the affinity-based student engagement centers: the In-Reach/FYE Coordinator position. With three separate but aligned engagement centers (the Together We Rise Center, Queer Center, and Black Student Success Center), and the need for more in-reach activities college-wide, additional staff support will be needed to ensure continuity of engagement center operations and as a resource for student workers in the centers.

Service Area Outcome Assessment and Operational Improvements

Administrative service areas collect data in many different ways. This may include the number of students, employees, or community members served, survey results, or other reports prepared by the department and external organizations. Which data was used to assess your service area?

The Student Success & Equity unit does not yet have service area outcomes; however, a variety of data are collected to inform operations of the Student Success & Equity unit based on the unique functional areas coordinated in trough the unit (e.g., professional development, guided pathways, EMTLI, engagement centers). Data currently collected includes but is not limited to the following:

- VRC usage information and number of professional development workshops
- Student engagement center utilization data, student surveys, and focus groups
- Number and percentage of degree maps completed
- Number of student/employee participants in ACP engagement events

Surveys and participation data are also collected and analyzed for EMTLI and used to inform future iterations of the program.

How were the data used to inform changes or improvements to a service area or to the college as a whole?
Data are used to inform services in the following ways:

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- VRC usage information and number of professional development workshops is used to help improve processes for the following academic year; feedback on workshop requests and attendance tracking is also used to inform changes the following semester

- Student engagement center utilization data are used for scheduling/center hours; student input has been used to name each of the centers and to provide feedback on what services and activities students are interested in so that they can be incorporated into center programming

- Number and percentage of degree maps completed is used to inform presentations and awareness campaigns the following semester; most recently, plans have been made to leverage time in ILAT to help complete degree maps

- Number of student/employee participants in ACP engagement events is used to plan future activities of interest to students

What has this data revealed about the progress of the program review goals you set?
No goals were set for the Student Success & Equity unit in 2023-24 as no comprehensive program review was completed. The data noted above were used to inform the goals for this program review annual update, which center on infrastructure and staffing as well as further integrating the Student Equity Plan into college-wide awareness, planning/progress reporting, and evaluation.

Program Goals

Program Goals Status
Updated progress on my previous goals & added new.

Program Goals Mapping
Mapping for all active Program Goals complete.

Submission

Program Review response is complete and ready for review.
Yes - Response is complete and ready for review