

# Foothill Annual Program Review 2024

Annual Program Review Template 2024

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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?

Not since last year, although we are still concerned that reductions to sections as a result of trying to maximize productivity will continue to mean PT faculty with REP are not always getting their full load requests and that we are not able to meet our equity goals because of large class sizes. 2 out of the 3 FT faculty are still on reassigned time to other duties.

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 2022 comprehensive program review:

- Continuing to expand our offerings of Honors classes
- Continuing to support the Center for Applied Anthropology, including engaging in active research on campus through courses and internships
- Increasing our partnership with Umoja
- Advocating at the College Curriculum Committee, 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?

- Continuing to increase enrollment in our on-campus classes and adding additional sections. Our enrollment increased in 23-24 despite cuts of class sections (During 23-24 our enrollment increased 21%, unduplicated headcount increased 20%, and we had an 7% increase in productivity). This year we are on track to continue increasing enrollment and adding back in additional sections on campus and online.
- Continuing to revive our local and international field schools (a field school to Ecuador is scheduled for Summer 2025)
- Expanding Honors sections in our 24-25 schedule, by adding sections of ANTH 5H and ANTH 8H. We were approved to start offering these in Fall 2024. ANTH15H & ANTH 6H is going through the curriculum process now. support
- Increased utilization of Foothill Connect to refer students to needed supports, in an effort to increase retention and course success rates.
- We have recently developed the Certificate of Achievement in Archaeological Field Work, which was approved in Spring 2024.

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

Efforts are ongoing and iterative. The Anthropology faculty meets at least once/month to review our progress and refine strategies

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

- Enrollment reports
- 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.

[https://foothilldeanza-my.sharepoint.com/:b:/g/personal/20078222\\_fhda\\_edu/ETXoAp44fMFCppHXvzplFgcB5ogzcvUXLknHriXo1ghkHg?e=H8axR7](https://foothilldeanza-my.sharepoint.com/:b:/g/personal/20078222_fhda_edu/ETXoAp44fMFCppHXvzplFgcB5ogzcvUXLknHriXo1ghkHg?e=H8axR7)

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.

For non-instructional programs that do not have program specific disproportionate impact student data, please provide an update on the program's 13-55 project (i.e., project description, students served, implementation timeline).

Overall course success gaps by ethnicity are the following:

- Black: 8% - 11 more successes needed (13% last year)
- Latinx: 9% - 52 more successes needed (10% last year)
- Low income: 10% - 95 more successes needed (8% last year)

We have seen reductions from the previous year in all categories (Students with disabilities no longer seems to be measured?) except there has been an increase in the low income category from 8% to 10%. Reductions seen are likely a result of increased usage of Foothill Connect and partnerships with the Umoja program. These are also lower than the average within the division.

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

While we are encouraged that enrollment in our program is going back up after the Covid years, especially in our on-campus classes, we continue to struggle with the implications of prioritizing productivity and large class sizes (50 in Anthropology, despite favoring deep learning through discussions and activities over lectures). Class sizes directly impact instruction, how regularly and substantive feedback is put into practice, equitable experiences for students, and equitable labor conditions for faculty. This means that appropriate class sizes are essential for maintaining the quality of instruction for both in-person and online classes. We want to encourage meaningful and actionable conversations about balancing best pedagogical practices with budgetary concerns that emphasize productivity targets.

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 2024

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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 met expectations for its annual program review. It has engaged with the data in a meaningful way. They are commended for increases in student success among black and latine students. The Anthropology Department is making good progress towards its goals.

This form is completed and ready for acceptance.