

Program Review All Fields

Program Review: ASGC Fall 2021

Main

Overview

Academic Year 2021 - 2022

Originator Salvin, Christina

Division Non-Instructional Service Areas

Department Associated Students of Gavilan College

Program

ASGC

Program Type

Student Services

Co-Contributors

Contributor

- Martinez, Veronica
- Reyes, Simone
- Shook, Ryan

Program Mission and Accomplishments

Gavilan College Mission Statement

Gavilan College actively engages, empowers and enriches students of all backgrounds and abilities to build their full academic, social, and economic potential.

Provide a brief overview of how the program contributes to accomplishing the mission of Gavilan College. In addition to a basic overview of your program's structure and services, be specific in connecting your program's services to elements of the mission statement (300 words or less).

ASGC leaders are currently from diverse backgrounds and Gavilan is struggling to support them in developing their full potential in an online world with an underqualified advisor. An additional staff position like most other colleges or at minimum, 40% release time for a faculty member, can help develop ASGC leaders who will grow into their role actively supporting the college mission statement. With a thriving office of student life, ASGC students can contribute to the creation of a college culture in which diverse students support each other, gather on campus, and create meaningful change. Currently the ASGC supports students through scholarships and helps fund DEI campus events and has begun to participate in El Centro with a joint event and representative on the advisory board.

On the PIPR website, locate and review your previous program plan and subsequent annual updates. After studying, please list:

Response and follow-up to previous program reviews

1. **No response as I am not sure what kind of response I am supposed to have.**

2. **Increase numbers of ASGC members---Kept 9 senators when reviewed in 2018 and we have at least nine now**

Increase campus involvement--All Senators on a campus scommittee (true in 2018 but no longer true)

Increase student participation--Numbers are listed for student contacts etc. but idk if anyone is keeping track of this data. There has been a decrease in in-person events due to the pandemic and pretty sure there haven't been Zoom events so starting in 2020, no increase.

3.

Have the services of your program changed over the past three years? Please explain (300 words or less).

The district has had difficulties filling the ASGC Advisor role. ASGC lost its 20% release time counselor advisor in 2019 and has been at times advisor-less. Also the ASGC has become mostly black Zoom boxes due to the pandemic. Programs and activites have been limited in this online world.

Student and Program Outcomes

College Goal for Student Achievement

The following questions refer to data regarding student achievement.

Success

The following questions refer to data regarding student achievement.

What are your set goals for course success? Do your individual course and department rates meet this goal?

Helpful Question: If your rates for success are lower than your goals, what are your plans to improve them (200 words or less)?

Path: GavDATA (<http://www.gavilan.edu/about/research/index.php>) - Program Review/ Equity - D3. Course Rates by Unit

N/A

How many students did your area serve (if you don't have an exact count, please provide an estimate)? How did they perform in comparison to those that did not use your services, if applicable? Given this information, how has your service or area supported student success and retention over the past three years (200 words or less)?

See Success and Retention dashboard in Tableau's Program Review section.

Over the last three years, ASGC gave out nearly 100,000 dollars in scholarships. Success of recipients is not tracked.

ASGC has sponsored a number of events over the last three years; student engagement is linked to student success but again there is no data. Much of the event data was lost in the data breach of 2019. Then Covid hit in 2020 so the number of events was greatly reduced.

28 students have been ASGC leaders in the past 3 years, but there is no data on their success.

In your area, what goals need to be set and what initiatives need to be developed to support success and retention? (200 words or less).

ASGC needs to be supported by a dedicated advisor or Director of Student Life that is afforded the appropriate amount of time and compensation to build student leaders with a DEI focus. When diverse, DEI-minded student leaders are recruited and developed, they will become integrated, active participants in campuswide student success and retention initiatives as well as develop initiatives of their own.

Equity

Equity

Gavilan College has identified the following populations as experiencing disproportionate outcomes: Males, African American, Native American, Students with Disabilities and Foster Youth.

For EOPS/ CalWORKs, MESA, TRiO, Puente, and VRC: LOCATE Success and Retention dashboard in Tableau's Program Review section. Examine your equity results over the last three years. If there are differences in success rates and/ or retention across groups, comment on any differences in success rates across groups. Helpful Questions: What current factors or potential causes can be connected to these areas of disproportional impact? How might your program or department address student equity gaps (200 words or less)?

For all other areas, how can your area help increase disproportionate student success? Contact your support team for any needed assistance in interpreting these data (200 words or less).

Please find Equity information in Tableau's Success and Retention dashboard.

Contact your support team for any needed assistance in using Tableau.

We do not have any data to examine.

Our Equal Employment Opportunity (EEO) Plan States

"Ensuring equal employment opportunity involves creating an environment that fosters cooperation, acceptance, democracy, free expression of ideas and is welcoming to persons of all gender expressions, persons with different abilities, and individuals from all ethnic and other groups protected from discrimination."

What is your area doing to support district efforts in creating an inclusive college environment? With what departments are you partnering? Did you identify barriers and institute change? How is you creating/ ensuring diversity in your department or in the classroom?

Some examples might be sponsoring cultural events and diverse speakers on issues dealing with diversity, exploring how to infuse diversity into the classroom and curriculum, integrating diversity into the evaluation of employees, promoting learning opportunities and personal growth in the area of diversity, or evaluating how the physical environment can be responsive to diverse employee and student populations.

ASGC has funded DEI-focused campus speakers and hopes to participate meaningfully in Guided Pathways, El Centro, and the Equity Committee.

How do you plan on addressing issues of student and employee equity? In other words, how do you plan on creating opportunities for success of students who have historically been underserved? How do you plan to address EEO outcomes in your employee hires?

ASGC needs a full-time staff director like a Director of Student Life, or at least a 40% release time full-time faculty member to help design inclusive elections and avenues for all students to participate.

Learning and Area Outcome

Have you reviewed all of your Service Area Outcomes (SAOs) to ensure that they remain relevant for evaluating the performance of your area?

Are your SAOs mapped in curiQunet?

Yes

Are your SAOs up to date in curriQunet?

No

Have your SAOs been assessed in the last five years?

Yes

Have you reviewed all of your SAOs to ensure that they remain relevant for evaluating the performance of your area?

Yes

If you answered no to any of the above questions, what is your plan to bring your assessments into compliance (200 words or less)?

We have not and are not going to assess the old SAOs.

Outcome Assessments

Services Area Outcomes (SAO)

Review your SAOs data located in curriQunet. What is your department's acceptable achievement score goal for each outcome?

We have not and are not going to assess the old SAOs.

Institutional Learning Outcomes (ILO)

How do your SAO support the college ILOs? Be specific (200 words or less).

We have not and are not going to assess the old SAOs.

Are you meeting your SAO success goals? What patterns stand out in your results? If your SAO results are lower than your goals, what are your plans to improve them (200 words or less)?

We have not and are not going to assess the old SAOs.

Curriculum and Course Offerings Analysis

Program and Resource Analysis

Please list the number of Full and Part Time faculty, staff and/ or managers/ administrator positions in this program over the past three years. Focus on your individual program.

Program and Resource Analysis

1. **2020**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

0

Full Time Faculty

0

Part Time Faculty

1

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

0.00

Part Time Mgr/Admin

0.00

2. **2018**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

0

Full Time Faculty

0

Part Time Faculty

1

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

0.00

Part Time Mgr/Admin

0.00

3. **2019**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

0

Full Time Faculty

0

Part Time Faculty

1

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

0.00

Part Time Mgr/Admin

0.00

Faculty Percentages

Percentage Full to Part Time Faculty

Year:2018

FT = 0%

PT = 100.00%

Year:2019

FT = 0%

PT = 100.00%

Year:2020

FT = 0%

PT = 100.00%

How have and will those with reassigned time, grant commitments and activity, projected retirements and sabbaticals affect personnel and load within the past in the next three years? What future impacts do you foresee (200 words or less)?

Since the long-time ASGC advisor stepped down in 2019, the district has struggled to fill this position with a full-time faculty member because the 20% release time is not nearly enough to adequately support student government. The student life coordinator has done the majority of the advisory work in recent years. Although the student life coordinator position is full-time, this role with ASGC is to oversee student clubs, events and activities. Christina has stepped up with a 20% overload as no one else would do it; before her were adjunct faculty who didn't last long in the role. 20% release time is unheard of for an ASGC advisor. Most colleges have THREE full-time staff supporting ASGC. Smaller colleges have TWO. We need another position, such as Director of Student Life, and until we get it, we need to increase the faculty release time so that a full-time faculty member can commit for 3-5 years and learn and grow and provide the needed support to our students.

Gavilan's ASCG has long struggled with participation and identity and advocacy work, and this is why. Recent times after the last full timer stepped down have been extra hard, particularly with the move to online during the pandemic. Our students deserve better and now is the time. DEI work is what community colleges are all about right now, and this work needs student participation.

Additional Comments

Evaluation of Resource Allocations

List the resource allocations from all sources (e.g., annual college budget request appropriations, Guided Pathways funds, grant funds, etc.) received in the last three years. For annual college budget request appropriations, reference your previous three-year plan and annual updates.

Please evaluate the effectiveness of the resources utilized for your program. How did these resources help student success and completion? For college budget request appropriations, list the result of the evaluation strategy outlined in your previous three-year plan and annual updates. For all other sources of funding, list the results of the evaluation strategy contained within the program or grant plan.

Did you receive additional funds?

Yes

Resource Allocation

1. **20% faculty release**

Funding Source

District

Academic Year

2021 - 2022

Purpose of Funding

to support ASGC student leaders; to ensure a robust student government

Result

20% is insufficient to fully support a healthy, active student government

Program Productivity

Program Productivity Measurements

Determine the number of students you assist annually. Using the data provided by the business office, calculate your average cost effectiveness per student. **If you do not have student contact, please fill out Total allocated budget and Total spending.**

- **2020 - 2021**

Total Number of student contacts

0

Total allocated budget

0.000

Total spending

0.000

Total cost per student (Student Contact/ Total Spending)

0

- **2019 - 2020**

Total Number of student contacts

0

Total allocated budget

0.000

Total spending

0.000

Total cost per student (Student Contact/ Total Spending)

0

- **2018 - 2019**

Total Number of student contacts

0

Total allocated budget

0.000

Total spending

0.000

Total cost per student (Student Contact/ Total Spending)

0

Year and Student count

Evaluate your program costs. Are your costs in alignment with your budget? If not, what improvements can be made? Please explain any trends in spending, inconsistencies and unexpected results.

We don't know how to answer this question as our funding is not general fund. We also don't know how much money we have due to the business office fiasco. We also don't know how to spend our money or what we want to spend it on.

Integrated Planning and Initiatives

What other areas is your program partnering with (i.e. guided pathways, grant collaboration, etc.) in new ventures to improve student success at Gavilan College? What is the focus of this collaboration? Helpful question: What are the department and your Integrated Planning/ Guided Pathways partners' plans for the next three years (200 words or less)?

ASGC senate members should be involved in Equity, Guided Pathways, Campus Outreach, El Centro (we just got someone to go to the advisory meetings every other month) as well as with campus health/mental health, and food distribution. Currently the plan is to get each member to attend one meeting. But to be true partners, students need leadership training and mentoring from an appropriate advisor with 40% release time (or a 10% staff director/advisor) as otherwise they just listen and don't give input.

Other Opportunities and Threats

Review for opportunities or threats to your program, or an analysis of important subgroups of the college population you serve. Examples may include environmental scans from the Educational Master Plan, changes in matriculation or articulation, student population, community and/ or labor market changes, EMSI data and etc. Helpful Question: What are the departmental plans for the next three years (200 words or less)?

Below are the ASGC's new SAOs. Each needs multiple students to do the work to make it happen as within each are various necessary tasks, duties, initiatives, working groups, and outreach efforts. ASGC currently does not have all its positions filled. It has members who don't know how to make their positions meaningful and who cannot dedicate the time to participate in the requisite number of committees. The students have

fantastic ideas but need a 40% faculty member or 100% staff person to be able to work closely with them and train/inspire them to navigate the campus as leaders. Currently, the primary threat to the ASGC is lack of student participation and staff/faculty mentorship. Ryan can only do so much, and a basically unqualified faculty member has stepped in the advisor position to temporarily help out after finding out NO ONE was serving as the faculty advisor.

SAO FOR Members: Build ASCG officers' leadership skills to increase success and foster transfer opportunities.

SAO FOR DEI WORK: Demonstrate commitment to diversity, equity, inclusion through campus committees, events, activism, and resource allocation.

SAO FOR STUDENT INVOLVEMENT: Develop in-person and virtual ASGC programs, initiatives, and events in order to create a thriving center of student culture and connectedness.

Additional Questions

Please consider providing answers to the following questions. While these are optional, they provide crucial information about your equity efforts, training, classified professional support, and recruitment.

1. Does your division (or program) provide any training/mentoring for faculty and/ or classified professionals regarding professional development?

No

2. If there is a need for more faculty and/ or classified professional support in your area, please provide data to justify request. Indicate how it would support the college mission and college goals for success and completion.

Most community colleges have a dedicated full-time classified staff position (in addition to a director of student life) that includes serving as the ASGC advisor. 20% faculty release time is simply not enough to ensure consistent faculty commitment, so we are asking that Gavilan either increase the release time from 20% to 40% or create a new position ASAP. This is absolutely crucial to the health of student government at Gavilan.

3. What, if anything, is your program doing to assist the District in attracting and retaining faculty and classified professionals who are sensitive to, and knowledgeable of, the needs of our continually changing constituencies, and reflect the make-up of our student body?

ASGC officers serve on the Equity Committee, Guided Pathways groups, the EEO, and various hiring committees--at least they are supposed to. A shortage of members results from not having a fully-dedicated advisor to help with elections, meet with senators weekly, etc.

4. Are there program accomplishments/ milestones that have not been mentioned that you would like to highlight?

ASGC has successfully completed the shared governance process for the naming of Centennial Plaza and Centennial Courtyard, and the placement of the Centennial timecapsule. During the spring of 2020, ASGC awarded \$57,000 in Centennial Scholarships in response to COVID-19. ASGC has increased their textbook scholarship total awards from \$8,000 to \$15,000 per year and has begun awarding textbook scholarships for winter and summer inter-sessions. As well, some individual awards were increased from the standard \$200 to the full amount needed, meaning some students were awarded over \$400 to cover the entire cost of their textbooks.

Please share any recommendations for improvements in the Program Integrated Plan and Review process, analysis, and questions. Your comments will be helpful to the PIPR Committee and will become part of the permanent review record.

No comments at this time.

Goals

Three-Year Program Plan Goals

- To provide sufficient faculty support to ASGC student leaders**

Connection of Goal to Mission Statement, Strategic Plan

(http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf) and SAO Results

Mission Statement:

Strategic Plan: Fully supporting ASGC leaders to participate in Gavilan's **Equity** efforts will be an important function of the ASGC advisor once the position is fully funded; ASGC leaders represent and inspire and promote student **Achievement**

Proposed Activity to Achieve Goal**

Increase faculty release time by 20%

Responsible Party

EVP/BOT

Fund amount requested. If a collaboration, what % required from each partner?

District general fund of 20% release time, approximately 15,000-20,000.

Total Three Year Resource Allocation Request

60000

Timeline to Completion Month / Year

Fall 2022

How Will You Evaluate Whether You Achieved Your Goal

A student services faculty member becomes the ASGC advisor

Executive Summary

Please provide a brief executive summary regarding program trends and highlights that surfaced in the writing of this report. Summarize, using narrative, your program goals for your next three years. Your audience will be your Peer Review Team, the PIPR Committee, President's Cabinet, Dean's Council, ASGC, Academic Senate, Budget Committee and Board of Trustees (300 words or less).

Through the past couple years ASGC has been able to adapt to the COVID restrictions and continued to be an active body promoting student needs and wants. Collaborations with El Centro during club day, participation in hiring committees, and supporting panelists from different programs to bring outside diversity and knowledge to the campus: This, a non-exhaustive list, was accomplished in three short months - partly due support of our student life coordinator and ASGC advisor volunteering their time to help the ASGC senate. Evaluating our next steps to fulfilling our goals to increase on-campus participation by ASGC membership and noting that we will be on campus next semester, release time that is at least 40% for our advisor (or a dedicated full time staff position) is

crucial to our cabinet's survival moving forward. This will help bring about three major outcomes: Build ASCG officers' leadership skills to increase success and foster transfer opportunities; demonstrate commitment to diversity, equity, inclusion through campus committees, events, activism, and resource allocation; and develop in-person and virtual ASGC programs, initiatives, and events in order to create a thriving center of student culture and connectedness.

Attach Files

Attached File