Program Review and Department Planning

Introduction

Program Review and Department Planning (PRDP) is a peer supported and organized quality review process for instructional departments. The departments are reviewed on a four year rotation with an annual update submitted each year. The Office of Institutional Research and Planning prepares the data for each department and distributes that data to the selected departments early in the fall semester. The faculty within the department reviews the data and discusses the impact on that department. A lengthy report, including goals and objectives, is written by the faculty in the department and submitted to the dean by the end of the semester. The report is also submitted to the PRDP Committee which reviews each of the department’s reports and provides feedback. The committee is made up of a faculty representative from each division and one dean, as well as the Director of Institutional Research and Planning as a resource member. The chair is a faculty member. Since this is a subcommittee of the Academic Senate, the PRDP chair reports back to the Academic Senate on a regular basis.

After much review and feedback by the committee, the final report is then submitted to the Executive Vice President of Educational Programs and Student Services. The following summaries are based on each department’s final report.
Art

Program Strengths and Accomplishments
Courses offered in the Art Department address a variety of student needs. The Department Mission Statement articulates a focus upon both academic and studio experiences that will nurture student intellect, imagination, creativity and originality. Courses are offered in support of general education requirements addressing art interpretation and appreciation and major requirements focusing upon artistic development. Though the economic downturn has impacted College enrollments overall, interest in the Art program has remained high, with significant increases in the total number of seats taken and FTES produced in the last year. The hiring of a faculty member with particular expertise in Art History has reinvigorated that aspect of the program. Program outreach and connections have resulted in outstanding collaborations in the local art community. The College is proudly displaying world-class art pieces on loan from the Orange County Museum of Art and the Laguna Art Museum. In addition, we are currently engaged in a fund-raising process in support of a sculpture project to be displayed prominently at the College. These collaborations are helping the College to establish a reputation as a local leader in the art world while providing outstanding support of the program overall.

The Department successfully integrates showcase art events, particularly utilizing the College Art Gallery, to display student work and to bring renowned artists’ work to the College. Students are significantly involved in the development of displays and the showcasing of exhibits.

The Department has successful in addressing the need to upgrade equipment in the Ceramics program. We also improved the quality of equipment and materials for Ad Design, Art History and Illustration. The College one-time funding process was utilized to replace classroom easels that had been in use for over thirty years with high-quality, state of the art equipment that will continue to serve the needs of students.

Other Issues Facing the Department
Promotion of Art Department events requires close collaboration with the Office of Public Information. As we become more familiar with the variety of options for increasing public awareness, we expect the visibility of our activities to increase. Keeping pace with constant technological advances will require close monitoring and collaboration with Campus Technology to assure that our technology dollars are spent to the best purpose for students. Department faculty will be engaged to determine how best to incorporate new technologies, new pedagogies and new strategies to support the success of our students.

Goals/Action Plans for the Next Three Years
• Upgrade equipment and materials to improve instructional quality.
• Upgrade electrical and wireless internet access for all classrooms.
• Promote awareness of the Art Department and Gallery events.
• Develop and implement interactive instructional strategies to improve student success.
• Develop and implement new curriculum, including 2D Animation curriculum.
• Purchase moveable walls and new lighting for the Art Gallery.
Auto Collision Repair

Program Strengths and Accomplishments
The faculty continues to maintain close working relationship with various segments of the automotive collision repair industry, major corporations and individual proprietorships, including involvement on the Department Advisory Committee. These linkages and partnerships provide excellent opportunities for student training and future employment. The Department also benefits from generous donations made by a variety of industry affiliates. Program vitality remains strong, with increased seats taken, productivity measures and FTES all indicating continuing demand. The positive working relationship with the School of Continuing Education continues. Offering “dual-listed” classes has provided additional opportunities for the faculty to recruit students for the program from SCE. Student success and retentions rates in the program continue to exceed the College-wide rate. The recent purchase by the College of state-of-the-art water-based painting equipment will move the program into the next phase of ACR advancement by providing students with the exposure they will need to green technologies, current market products and environmental standards, as well as the discipline skills necessary for viable employment.

Other Issues Facing the Department
The College has provided substantial program support in the form of reassigned time for the Department coordinator and the funding of large-ticket equipment items. Monitoring industry standards will be critical to the ongoing viability of the program. The Department will continue efforts in reviewing curriculum and, where feasible, will develop curriculum and courses, including those in a distance format, to meet industry standards and student needs.

Goals/Action Plans for the Next Three Years
- Acquire electronic measuring system.
- Acquire and implement mobile prep station.
- Acquire Squeeze type resistance spot welder.
- Improve and increase availability of technology for students, including the availability of lap top computers.
- Increase the number of certificates and degrees awarded.
- Acquisition and implementation of metal fabrication and graphic vinyl art equipment.
- Continue support of faculty professional development activities.
- Identify alternative sources for training vehicles and aids.
Automotive Technology

Program Strengths and Accomplishments
The program provides opportunities for non-vocational students to explore various careers in the automotive industry, prepares students for entry level positions in the automotive repair industry, and provides opportunities for practitioners to retrain or enhance their present skills. The Department schedules classes on a rotational basis so that students can achieve their educational goals within a two year period while maintaining their employment. The Department’s success can be attributed in significant part to the excellent partnerships faculty has established with industry leaders (i.e. Toyota Corporation, Volvo Penta, Car Quest Auto Parts and local dealerships). These partnerships have resulted in opportunities for student training and job placement. The program has also benefited from generous donations made by these businesses. The faculty is to be commended for the work they have done on improving/expanding the program. Because of this, the T-Ten Program has been recognized as one of the top four T-Ten Programs in the United States. The faculty continues to be significantly involved with economic development grants (ATTE). These grants provide needed resources for the Department and training for colleges within the State. The strong relationships established through this initiative with high schools, ROPs, and the School of Continuing Education have also served as significant marketing and outreach activities. Department student retention and success rates remain substantially higher College averages. The faculty has done an excellent job in encouraging students to complete program requirements in the form of a certificate and/or associate degree. Because of this effort there continues to be a high number of certificates earned by students.

Representatives of the Department are pleased to report that after years of searching for solutions to the vehicle rotation and storage issues that have rankled, collaboration with campus facilities personnel, Department representatives and the Dean of the Division have resulted in the identification of significant additional vehicle storage space. This addresses both program and staff concerns about the impact of program vehicle storage on College parking availability.

Other Issues Facing the Department
The Department will continue to search for funding sources to support and maintain currency and relevancy of all aspects of the program. As alternative fuels, renewable energy and other innovations become standards in the industry, the program will be faced with the need for ongoing development of appropriate curriculum. The Department remains enthusiastic about the possibility of developing a Renewable Energy program as an adjunct to the regular Automotive Technology program.

Goals/Action Plans for the Next Three Years
• Complete the development of an Automotive Service Writing Certificate.
• Increase the number of certificates and degrees earned.
• Develop and offer on-line instruction where appropriate.
• Create an additional Alignment work station.
• Continue to procure vehicles appropriate to the learning needs of students, including vehicles representative of the emergence of alternative transportation modalities.
• Continue to modernize and update classrooms, labs and lab equipment
Chemistry

Program Strengths and Accomplishments
The Chemistry program benefits from high student demand as a field that produces majors, but also substantially supports the general education and other College program needs of students, particularly in the Allied Health programs. Department fill rates have been consistently at or above 100% in the last two years. Demand for Chemistry courses has far exceeded our ability to provide access. The Department has increased course offerings in Chem 101, Chem 102, Chem 211A and Chem 211B. Utilizing College funds, Chemistry equipment lockers were restocked in 2007-2008. Additional lockers were established for new lab sections, and we have significantly improved our existing instruments with a combination of College and grant funding. With the prioritization of a full time faculty Chemistry position for the 2011-2012 cycle, the Department will be able to fill the vacancy created due to the advancement to the position of Dean of one of the Chemistry full time faculty members.

The Chemistry Department has made significant progress toward modernizing its infrastructure and implementing curricular changes to improve classroom instruction and student outcomes. Department faculty work collaboratively to establish goals, to support students and to maintain program viability. Utilization of the STEM grant provided the resources necessary for students to be able to access technologically advanced equipment in an environment of effective and engaged teacher support.

Other Issues Facing the Department
Demand for Chemistry courses will remain high, far exceeding our capacity to provide access, into the foreseeable future. A collaborative relationship will be required between faculty and technical support staff in order to improve laboratory operations. The ongoing need to replace broken and/or obsolete equipment will also continue as a challenge. The handling and storage of chemicals and hazardous materials will require coordination with campus and District risk management personnel to assure that we are acting in accord with appropriate standards. The ongoing integration of smart-classroom technology and web applications will continue to pose both curricular and logistic support challenges.

Goals/Action Plans for the Next Three Years
• Design problem solving workbooks specific to each course.
• Design and implement experiments to augment lab manuals.
• Increase student familiarity with and access to laboratory safety equipment.
• Modernize and improve equipment necessary for student learning.
• Establish an Associate degree in Chemistry
• Develop effective Department website presence, including faculty web pages.
Communication Studies (formerly Speech Communications)

Program Strengths and Accomplishments
The Communications Studies program is recognized for excellence, innovation and involvement. Students from our Forensics program compete successfully in state, regional and national competitions. The Communications Studies department remains in high demand, with course fill rates at or above 100%. Students enroll in Communications Studies courses to meet general education needs or to meet requirements of other programs, such as Airline Careers, Registered Nursing, and Retail Management Career Mobility. Program faculty are exploring opportunities to develop and offer courses in a hybrid or on-line format in order to provide continuing access for increasing student demand.

As evidence of the expertise and commitment of Department faculty, the annual High School Forensics Tournament continues as a significant event, attracting and exposing local high school students to the College. This two-day event, staged each December, is possible only because of the commitment and involvement of program faculty and the Dean of the Division. In addition to this activity, the program supports a formidable Forensics team that continues to bring honors and recognition to the College. Communication Studies faculty are a close knit group who have supported students and each other over the years. We will be hard-pressed to replace former Cypress College Teacher of the Year, Dr. Donna Friess, who recently announced her retirement from the program she founded over forty years ago.

Other Issues Facing the Department
Demand for Communication Studies classes will continue to exceed supply for the foreseeable future. As the state comes out of the economic downturn, the Department will have the opportunity to restore previous reductions and to allocate growth opportunities in accord with student need. Though the Communication Studies program addresses human communication issues, it is also impacted by advances in technology. Keeping abreast of such advances and integrating appropriately and effectively will continue to pose a challenge.

Goals/Action Plans for the Next Three Years

- Increase course articulation with the CSU’s.
- Continue to explore opportunities for new curriculum, including the incorporation of effective teaching modalities to support enhanced student success.
- Develop and submit for approval a Communication Studies course to fulfill the IGETC Area 1-B Critical Thinking requirement.
- Integrate, where appropriate, advances in technology to support Comm Studies curriculum.
Court Reporting

Program Strengths and Accomplishments
The program is designed to prepare students for the State licensure examination to be a Certified Court Reporter and/or to enter other career related fields i.e. captioning, international reporting, and congressional reporting. The department utilizes the Advisory Committee quite effectively to provide insight to changes or trends in employment, licensing requirements, recommendations for new curriculum, and the use of new software/hardware. Program enrollment remains consistent, though certificate and licensing awards remain low.

Other Issues Facing the Department
The department was identified in the Educational Master Plan as a “program for further review.” The move from temporary facilities into the permanent location has been achieved. After a period of significant enrollment decline, due partially to the temporary location of classrooms, program enrollments have stabilized. As we look to the future, the program will face the challenge of providing pathways to careers in Court Reporting while developing course sequence options that provide for the completion of intermediate steps that qualify students for certificates and alternative career choices. A review of current requirements indicates a mismatch between the degree, licensing board exams, and certificate options. By streamlining the curriculum, strategically sequencing courses, and aligning certificate requirements, students would be able to work toward accomplishing the licensing requirements while becoming eligible for a variety of certificates and the associates degree. The embedding of certificates within the licensing and degree options should result in significant increases in the number of degrees and certificates awarded. Program faculty have committed to initiating these changes to better serve the needs of students.

Goals/Action Plans for the Next Three Years

• Conclude a review of certificate, degree and licensing board requirements to determine where certificates can be embedded.
• Determine the need for on-line instructional opportunities. Where such need is verified, develop curriculum appropriate to the on-line environment.
• Increase program and course enrollment and productivity.
• Incorporate a variety of instructional methodologies in the courses we offer, including team-teaching concepts.
Dental Assisting

Program Strengths and Accomplishments
The Department has benefitted over the last two years from the hiring of a full-time tenure track faculty member in response to a retirement. In the two years since that time, the program has experienced a revitalization, with demand increasing to the point of program capacity. Significant marketing and outreach activities have improved program visibility, resulting in significant competition for available student openings. For the 2009-2010 academic year, significantly more applicants were turned away than could be accepted into the program. The trend toward increasing demand for available openings is expected to continue for the foreseeable future.

During this time of re-invigoration of the Dental Assisting program, we have also experienced a significant increase in program-to-program collaboration with the Dental Hygiene program. As program representatives work closer together, students benefit from shared expertise, effective faculty interaction and collaboration, and expanded knowledge of broader aspects of the dental health professions.

Other Issues Facing the Department
The Department has benefitted greatly from the initiatives of the Department Coordinator to rejuvenate the program. Moving forward, there is a need to identify and support the development of capable and qualified adjunct faculty members in accord with the needs of the program. It is necessary for adjunct faculty to engage in continuing education in order to maintain licensing requirements. Information will be provided to assure a sufficient and well qualified adjunct component. As students strive to meet the requirements for national and state boards, the program will continue to provide mentoring and support strategies. As the program continues to operate at capacity, the means for addressing equipment procurement, replacement and repair will require attention.

Goals/Action Plans for the Next Three Years
- Increase the number of instructional hours for adjunct in accord with the increase in student enrollment and participation.
- Provide for new program equipment where needed, in particular for the new clinical skill requirements for state accreditation.
- Provide the instruments and equipment necessary for students to meet the new clinical skill requirements for state accreditation.
- Effectively integrate student success strategies such as peer mentoring, review and study groups, and referral to support services where appropriate.
Economics

Program Strengths and Accomplishments
The Economics program is an integral component of the Social Science Division, providing instruction in Economics for general education and certificate purposes. In an effort to improve student success results, Department faculty researched, validated and implemented a Math 40, Intermediate Algebra pre-requisite for entry level Economics courses. The short-term effect has been a decline in student demand and enrollment. Working in concert with the Dean of the Division, program faculty has adjusted the number of course offerings in accord with decreased demand. As students complete courses in Economics, we expect to see measurable improvements in outcomes.

The Economics program has been at the forefront of the College in providing distance education options for students and will continue to provide alternatives to meet student needs. As an integral component of the transfer pattern for students, Economics will continue to offer courses aligned with student needs. As students become better informed about the Business Economics Certificate option, we expect the number of awards to increase. Though student success and retention rates remain below Division and College averages, there have been indications that measures taken to improve performance data are beginning to have an effect. We will continue to monitor those figures. The faculty is to be commended for their participation on College and District committees.

Other Issues Facing the Department
Declining enrollment, significantly attributable to the implementation of the Math 40 pre-requisite will require close monitoring to assure that we are offering the appropriate number of courses to address diminished student demand. The Department is developing an associates degree option for Economics majors. Once the details have been addressed, the necessary curriculum will be presented to the College Curriculum Committee. The faculty has identified a need for Economics tutors. Though student use data suggests diminished interest in tutoring in Economics, the Department will monitor student interest and pursue reinstatement if the indicators become significant. Continued involvement in the development and implementation of Student Learning Outcomes will be required.

Goals/Action Plans for the Next Three Years
• Improve student retention, course completion and success rates.
• Develop and implement an AA degree option for Economics majors.
• Increase the number of full time faculty to better address student and Department needs.
• Develop and offer new Economics courses: Environmental Economics and Global Economics.
Hotel, Restaurant, Culinary Arts

Program Strengths and Accomplishments
The department provides students with a quality education and opportunities to earn vocational certificates, an Associate of Science degree, and transfer to a four year institution. The faculty has established excellent professional relationships with major resorts such as Disney Corporation, Knott’s Corporation, and the Anaheim Resort District. The HRC Advisory Board benefits from the involvement of industry representatives from the aforementioned organizations and others. Though the College has experienced reductions in accord with the economic downturn of the state, enrollment in the Department has remained stable. The faculty has established excellent working relationships with ROP and the School of Continuing Education (SCE). This provides students from these institutions with an opportunity to continue their education at the College while working toward degree/certificate completion. Course completion and retention rates exceed those of the College significantly. The Department awarded 199 certificates and 37 AS degrees in 2007-2008 and 2008-2009. The faculty continues to be significantly involved in various College and District activities. Student satisfaction surveys indicate 100% (outstanding/good) satisfaction with instruction, equipment and facilities.

Other Issues Facing the Department
The Department was fortunate to have had the opportunity to hire a new full time tenure-track faculty member in the wake of the retirement of a long-serving Department member, Chef Michael Bird. The tenured Department members will be committed over the next four years to the evaluation and professional development of their newest colleague to the significant benefit of the program. In order to meet the continuing strong demand for classes, HRC faculty will explore the feasibility of offering hybrid, on-line and short term courses where appropriate.

Goals/Action Plans for the Next Three Years
• Improve student retention and success figures.
• Continue the positive trend in certificate and degree awards.
• Develop and submit Baking and Pastry curriculum in the anticipation of establishing a Baking and Pastry component.
• Develop and implement high school and ROP partnerships and “pathways of study”
• Increase university articulation opportunities for students.
Geography

Program Strengths and Accomplishments
The Department has undergone significant change in the last two years first adapting to temporary facilities due to the remodel of the Humanities building, and then reoccupying the rejuvenated space. The new facilities have afforded the opportunity to incorporate new technologies, new pedagogies and new strategies to keep the program current and viable. Throughout the period of program displacement, program demand and enrollments remained healthy. The goals and objectives stated in the last Program Review cycle have been substantially addressed, including the incorporation of new technology, teaching strategies to better address the needs of a diverse student population, and effective ongoing review of curriculum to maintain quality and relevancy.

Other Issues Facing the Department
Department student retention and success rates remain consistently below Division and College averages. The Department will need to engage to develop and implement effective strategies to improve student performance results. The incorporation of Student Learning Outcomes procedures, including “closing the loop” and utilizing the report data on student performance should serve as a guide in the development of effective response strategies. Since 2002-2003, the Department has awarded only 16 certificates. If we are to address what appears to be an industry need for trained GIS technicians, the number of certificates awarded needs to be an area of focus for program faculty. In order to help address this concern, curriculum providing the option of on-line instruction should be developed, approved and implemented. The Department would like to initiate a Student Instruction component to provide additional outside-of-the classroom support for students.

Goals/Action Plans for the Next Three Years
• Continue to incorporate technological advances as they become proven.
• Improve student retention and student success figures.
• Significantly increase the number of certificates awarded.
• Monitor student enrollments and the 75-25 ratio to assure an appropriate mix of full time and adjunct teachers.
• Maintain, repair and/or replace necessary program equipment on a regular basis.
Management/Marketing

Program Strengths and Accomplishments
The Management/Marketing program works closely with a variety of departments/divisions at the College to help students prepare to assume leadership positions in the business world. The program benefits greatly from faculty who are active and involved in the marketing world, including those who are respected authors, respected authorities and popular speakers before the business community. Our students benefit greatly from this expertise. The Department Advisory Board has noted consistently the importance of the program to the business community. The program educates students for future employment, provides current employees with the opportunity to improve or reinvigorate their job skills, and advises local entrepreneurs how to be successful and competitive, even in a trying economic environment. The program remains in constant contact with the local business climate, adapting and responding as necessary for opportunities to position students for successful career attainment subsequent to the conclusion of studies at the College.

Student interest in Marketing/Management remains consistent as reflected in enrollment figures over the last five years. Two new certificate options were developed and implemented since the last review cycle. The program awarded 138 certificates and degrees from 2006 to 2008. Student retention and success rates are consistently above Division and College averages.

Other Issues Facing the Department
The nature of the discipline requires faculty commitment to engagement with the business community to maintain currency and relevancy for students. In addition, the incorporation of emerging technologies, the development of alternative delivery modalities and the implementation of alternative teaching strategies will continue to challenge the Department. Given that the Department has only one full time faculty member, these issues pose significant challenges. During these difficult economic times, the Department is not requesting additional full time faculty positions, but as the financial situation of the state improves, serious consideration should be given to addressing this need.

Goals/Action Plans for the Next Three Years
• Update all Department course outlines in accord with Curriculum guidelines.
• Complete Department course SLO’s and PLO’s.
• Promote the Marketing/Management program to students and the surrounding community.
• Continue to build relationships with other departments and emphasize the value of diversity in our programs.
Mathematics

Program Strengths and Accomplishments

Student demand for mathematics courses has increased significantly in the last three years. Department fill rates are consistently above 100%. This is true in both the basic skills and transfer level programs. The Department remains committed to maintaining high academic standards within an environment of effective student support. The faculty understands that many students who enroll at Cypress College are not yet ready for college-level math. The faculty continues to develop courses and support systems to help the under-prepared student achieve ongoing success in math. Faculty continue to participate in learning communities, Peer Assisted Learning and Supplemental Instruction classes, and the offering of hybrid classes. Student surveys indicate a very high level of satisfaction with the instruction they receive. Ninety percent of the students rate instruction in the “good/excellent” category. The faculty is to be commended for their extensive involvement on campus committees and for collaborating with other disciplines to develop instructional programs to meet student needs. Of particular note is the ongoing commitment of the program to remain invested in the College Basic Skills Initiative activities.

Other Issues Facing the Department

Department retention and success rates remain significantly below College averages. Though mathematics is a challenge for students, as evidenced in statewide retention and success data, effective strategies should be discussed and implemented to address the barrier to successful completion that mathematics presents. Department faculty have an opportunity to fundamentally design and implement a Math Learning Center in accord with the needs of students as identified by program faculty. It will be necessary to thoroughly investigate alternatives to establish a Center that can be best utilized to support student success. Serious consideration should be given to the requirement, particularly in basic skills math courses, that student attendance at the Math Learning Center is a condition of enrollment. In addition to the effective use of this facility to the benefit of students, exploration of other proven means of nurturing and supporting student success should also be considered.

Goals/Action Plans for the Next Three Years

• Monitor the effectiveness of modifications to placement cutoff scores as it impacts student success.
• Hire full time faculty members to maintain an appropriate ratio of full time to adjunct faculty.
• Review course curriculum to determine where content can be reduced to allow for more time on topic.
• Incorporate new technologies and smart classrooms to the extent possible.
• Provide for effective professional development activities, including professional experts to lead workshops on improving the teaching/learning environment.
• Explore opportunities to engage in distance education; implement where appropriate.
• Offer a regular series of Math Anxiety workshops to help students overcome their fear of math.
• Expand course offerings in non-regular formats, including Friday and Saturday classes, late start and shortened time-frames.
Political Science

Program Strengths and Accomplishments
Political Science is a cornerstone of the general education pattern and is required of all students seeking an associates degree or transfer. The Department offers a well-rounded schedule of options for students, from freshman level Political Science 101 (American Government) to second year offerings including comparative politics, middle-eastern studies and international relations. Students who enroll in Political Science courses do so for a variety of other reasons, including preparation for studies in Administration, Public Policy, Law, Foreign Service and Education. Student demand for Political Science courses has remained consistently strong over the last three years. Department retention rates are consistently above Division and College averages. Success rates mirror both Division and College averages.

Other Issues Facing the Department
As the opportunity to increase course offerings in accord with growing student demand presents itself, the program will need to consider the addition of a full time faculty member to maintain an appropriate full time to part time ratio. The incorporation of technology where it can be effectively utilized to support student learning will continue to be an issue of concern to the Department. Where appropriate, these emerging technologies should be pursued.

Goals/Action Plans for the Next Three Years

• Provide knowledgeable tutors to provide out-of-class support to students.
• Establish a Political Science major program.
• Upgrade faculty office technology in accord with the College replacement plan.
• Incorporate new technologies and smart classrooms to the extent possible.
• Explore strategies to improve student performance in on-line courses.
Psychiatric Technology

Program Strengths and Accomplishments
The Psychiatric Technology Department is at the forefront in establishing effective partnerships within the community. The program remains true to its origins as an in-hospital training program affiliated with the Fairview State Hospital. The program has advanced to its current status as a recognized leader in providing trained technicians to support industry and patient needs. The quality of our program is reflected in the high rate of placement in local facilities of our graduates.

The program is pleased to continue partnerships, and is currently engaged providing training to staff members at a variety of our local community facilities. The continuance of these activities is an indication of the esteem in which our program is held. Program quality and effectiveness is also reflected in the number of certificates and degrees awarded each year (468 certificates and 15 degrees in the last four years). Student retention and success rates hover around the 95% to 100% range.

Program graduates are well-prepared to meet their Board Exams as evidenced by consistently high pass rates. Consistent with these results, our students continue to realize high levels of placement in jobs subsequent to completion of program requirements.

Other Issues Facing the Department
Recruitment of students into the program from our local high schools remains a significant challenge. Though we continue to experience high demand for the spaces available in the program, these spaces are not typically taken by students from our local high schools. Program faculty continues to explore pathways to strengthen connections with our local schools. We will continue to pursue effective partnerships with local facilities to assure continuing placement of our students once they have achieved their psychiatric Technician license.

Goals/Action Plans for the Next Three Years
• Increase the number of enrolled students from 24 to 30 each semester. Sustain this level through Spring 2012.
• Maintain an appropriate full time to part time instructor ratio.
• Maintain a BVNPT passing rate that meets or exceeds licensing board standards.
• Continue effective partnerships for the placement of program graduates upon completion of requirements.
• Explore alternatives to address the financial needs of students, particularly during these difficult economic times.
• Provide mentoring and tutorial assistance for students in support of their academic and vocational goals.
Radiology Technology

Program Strengths and Accomplishments
The strength of the Radiology program comes from our dedicated, competent and caring program faculty members. Their commitment to the discipline and to student learning and success is exemplary. The program continues to produce outstanding outcomes, including student retention and success and job placement. As evidence of this commitment, the Department awarded 195 degrees and certificates in the last three years. Student retention rates are consistently above 90%, with success rates in the high 80% range.

Though technology continues to advance, the Department has done an admirable job of providing appropriate access to the latest developments by effectively utilizing College, Foundation and donation resources. The replacement of outdated equipment has gone forward in accord with discipline demands. The commitment of program faculty to the integrity of the program has positioned us to continue in good accreditation status. The hiring of a full time faculty member to replace the loss of one position has reinstated an appropriate full time to part time faculty ratio.

Other Issues Facing the Department
The procurement and maintenance of sufficiently current equipment will continue to pose an ongoing challenge. Due to recent initiatives and program faculty involvement, we are well positioned in this arena for the immediate future. The addition of an imaging reader, computerized workstations, updated x-ray rooms and smart classrooms will all require attention in the short term future.

Goals/Action Plans for the Next Three Years
• Obtain a computerized radiographic imaging reader and work station.
• Obtain a three phase X-ray machine to replace the current one phase machine.
• Convert HS 309 into a smart classroom with overhead LCD projector.
• Increase enrollment in the Radiology Technology program.
• Maintain JRC-ERT and JRC-DMS accreditation status.
• Maintain current California State Fluoroscopy Permit School status.
• Maintain student enrollment in courses at full capacity while continuing high program retention and success rates.