Foothill Annual Program Review 2024

Annual Program Review Template 2024

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1. Number of full-time faculty in the program.

> 1

2. Number of part-time faculty in the program.

> 2

3. Number of staff in the program.

> 0 - We have one part time hourly person helping with the phto

4. Do the above numbers reflect any staffing changes?

> Yes. We had two full-time faculty members until May 2024, when one retired. Another full-time faculty member retired in 2021. Additionally, the year before, another full-time faculty member was promoted to Dean of Fine Arts. We not have a single full-time faculty member managing the photography program.

5. Refer to the most recent Comprehensive Program Review, what were the identified actions for improvement? Identify any current and/or new Strategic Goals.

> 1. Improve FTES by offering more in-person courses per student demand, while continuing a wide range of online courses
> 2. Review courses and our program to ensure they are relevant and useful for students' lives.
> 3. Re-activate black and white analog courses and the lab per student demand.
> 4. Identify, train and support part-time faculty to encourage quality and retention.
> 5. Plan events to draw more students to our program and encourage retention.
> 6. Continue to support the photography club and offer extra-curricular events and programing
> 7. Increase the number and variety of Photography courses offered each quarter to allow for timely certificate and degree completion and to mirror the rhythm of the guided pathway map.
> 8. Continue to seek a full-time staff person to help with equipment, lab, studio and darkroom.
> 9. Continue to ask for another FTF to meet our program's growth needs.

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?

> - In 23-24, we increased (hybrid) sections, and gained 1533 FTES from 2022-2023.
> - Productivity remained high @ 664 as compared with overall FH productivity.
> - Reviewed/revised many courses. Continuing to review/revise others for equitable language, relevance per students'/advisory board feedback.
> - Re-activated analog black & white photography courses for Fall 2025. (Need support to help get the darkroom cleaned out and ready to operate between the Winter 25 and Fall 25 quarters.)
> - Increased campus photo events by offering 3 exhibitions w/associated artist talks plus artist talks for each Heritage month annually.
> - Identified three PT instructors qualified to teach for Photo. Identified new staff possibilities for studio and darkroom. Will continue to lean on our (very) part-time lab staff. Need a full-time staff member
>
> NOTE: Because of budget issues - cannot add sections/variety of in-demand courses. However, will continue to meet our students needs as possible and ask for necessary resources each year regardless of restraints.

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

> In terms of implementing our ambitious timeline, we bite off what we can given the limited budget, number of FTF and lack of staffing for our program.
>
> - In our last comprehensive review, we asked for the photo building to be re-aligned to our students and faculty's needs. We were denied but will continue to ask in the comprehensive review as it is essential for us to create a space where students can gather and feel welcome while receiving robust support and instruction. We asked for a FTF and a FT staff member. Both were denied. We will continue to ask annually.
> - Because of budget issues - we cannot add sections and variety of courses in demand. We will continue to meet our students needs.

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

> Most of the evidence we are relying on right now is anecdotal from the sole instructors J1's and J2 evaluations, and also from direct student feedback to the instructors around interest in course, degree and credential interest. The provided data shows photography course enrollment is up from last year.
>
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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/ETXoAp44fMFCppHXvzpIFgcB5ogzcvUXLknHrIXo1ghkHg?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).

- 23-24: Black Students -16%, Latinx Students -5%, Low Income Students -10%
- 22-23: Latinx -7% Low Income Students -9% Veterans -42%

Overall, our students of color and low-income continue to need more support to bridge the disproportionate impact percentage gaps. We saw an increase in the disproportionate impact percentage gap for Black students in our photography program. We need to be more mindful around our Black students. Our veterans have done much better overall from last year given the data so far. Our sole FTF member engaged with the 13-55 committee in 23-24 and learned a great deal about our program's need to bolster support for our Latinx students (especially females) enrolled in photography courses and we hope to see the gap there increase in the next year or two.

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

We need to stay committed to increasing enrollment and completion for all students, while providing increased support for photography students of color and those from vulnerable populations to close the identified disproportionate impact percentage gaps. Offering students consistent access to new equipment and the necessary training to use it, providing consistent access to the photography building and studio to create feelings of belonging and paying close attention to our our photo students of color, our veterans and our foster youth and their well being is critical to our program's and our students' success. What we have implemented and provided our students over the last year is definitely bolstering interest and enrollment -- including interest and enrollment in these populations, as well. We will continue to direct students to Foothill's overall and targeted support systems for their needs, while providing textbook and equipment support through our CTE and annual budget and student services. We want to begin to offer 1 credit workshop style courses to increase interest and skill level for our students. (We were going to write about photography's high productivity, but it would follow that the more students per faculty member, the higher the productivity, but the less attention a faculty member can pay to students who are struggling -- so it would seem that should be reserved for another review?)

Click on the link below to view the Annual Program Review Rubric.

https://foothilldeanza-my.sharepoint.com/:w:/g/personal/20078222_fhda_edu/Ec2dqPH1B2RHinzFtnIz6sYB7-DOzW9lv1KkGyWdLuZkbg?e=CIfFMU

End of Annual Program Review Template 2024

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 Photography program is doing incredible work, especially considering all of this is being driven by the sole full-time instructor. The efforts to align goals with data and implement strategies to address student needs really stand out. Increasing FTES, bringing back analog black-and-white photography courses, and hosting campus photo events are great examples of the program's proactive approach to growth and engagement. The focus on equity, particularly identifying and addressing disproportionate impacts for Black, Latinx, and low-income students, is impressive and shows a real commitment to supporting all students.

To build on this solid foundation, it might be helpful to include more detailed timelines for implementing strategies and expand on how measures like equipment access, workshops, and external support systems address equity gaps. It would also be great to see more data-driven outcomes from initiatives like the reactivated courses and photo events to really showcase the progress being made. Exploring innovative approaches, such as targeted outreach to Latinx and low-income students, could help reduce those equity gaps and boost enrollment further. Additionally, collaborating with the Mellon Internship Program for paid internships would add significant value for students and further enhance the program's offerings. The program is absolutely on the right track, and it's exciting to see how much you're accomplishing! Keep up the amazing work.

This form is completed and ready for acceptance.