



Welcome to Program Review

Merritt College - 2019

AFRAM - Instruction

Annual Program Update

Program Overview

Please verify the mission statement for your program. If your program has not created a mission statement, provide details on how your program supports and contributes to the College mission.

The Mission of the Department of Ethnic Studies is to offer opportunities for students to deepen their understanding of the multicultural and multi-racial history and character of the American experience generally and the varied racial and ethnic experiences specifically. In addition, the aim is to locate the experiences of people of color in a larger global context in terms of identity, culture, sociology, history and economic relations between nations. As new processes of migration evolve, due to global economic politics, the program purpose is to incorporate into the curriculum, new topics of discussion and learning such as: borderlands, scarcity and migration, globalization and democracy and the increasing "ethnization" of central economies.

Program Total Faculty and/or Staff

Full Time

Jason Seals
Danae Martinez

Part Time

Danae Martinez
Jonathan Brumfield
Nehanda Imari
Robert McKnight
Ashley Aaron
Alejandro Garcia
Ismael Lara
Derby Price

The Program Goals below are from your most recent Program Review or APU. If none are listed, please add your most recent program goals. Then, indicate the status of this goal, and which College and District goal your program goal aligns to. If your goal has been completed, please answer the follow up question regarding how you measured the achievement of this goal.

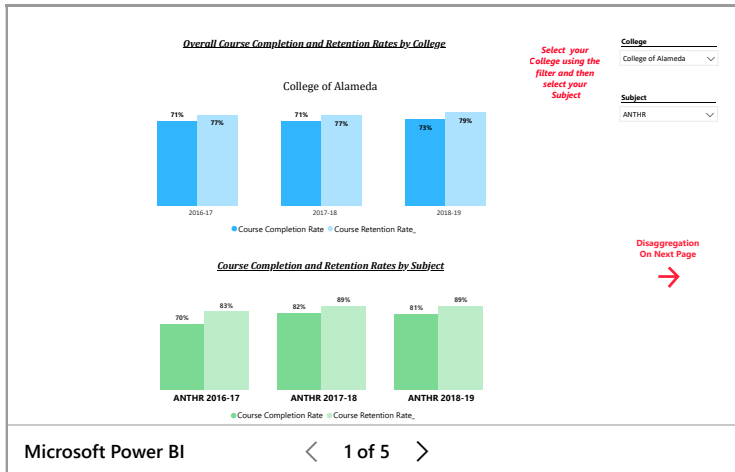
Describe your current utilization of facilities, including labs and other space

AFRAM and MLAT have designated smart classrooms in the A bldg. ASAME teaches in the same building but does not have a permanent classroom since there is no FT faculty. AFRAM also has L127 for the Africana Center.

Program Update

Semester End Enrollment/Usage Pattern

Review your Semester End Enrollment by setting the filter to your college and subject



Using the dashboard, review and reflect upon the data for your program. Describe any significant changes and discuss what the changes mean to your program. Consider whether performance gaps exist for disproportionality impacted students. Focus upon the most recent year and/or the years since your last comprehensive program review. Cite data points from the dashboard to support your answer.

Established new partnerships with Envisions High School and CRYJ to offer more dual enrollment courses. Since 2015 the Ethnic Studies department has offered approximately 30 dual enrollment courses. Dual Enrollment contributes to the overall success of the department, increases offerings and engagement with high school student that could become full time students post graduation.

Ethnic Studies uses cooperative learning, interactive methods of teaching, study abroad and service learning are used to increase effective and innovative learning. An increased number of courses are offered on line in AFRAM, ASAME and MLAT. In Ethnic Studies, new technology is used by all instructors including PowerPoint, Canvas and internet based assignments and the use of film-clips from various related sites.

AFRAM enrollments remain strong however a few courses are lower in enrollment. With AFRAM we have tried several time slots and the numbers remained so low that we have had to cancel a few courses a few times. This fall 19 term we offered courses as late start class and online to increase enrollment.

AFRAM: productivity has a consistent average that has met the college goal and average. AFRAM retention and completion rates is consistent with that of the averages of the college.

ASAME: we hired a new ASAME instructor who is an exceptional teacher. The aim was to bring in strong and effective teaching to create interest in the discipline. We also offered courses that are in this instructors area of expertise and offered an online course. However we still faced challenges with enrollment, had to cancel the course one term and had to aggressively market the courses to ensure that they would not be cut.

M/LAT courses that are offered have good/substantial enrollment. Over the time frame we have increased M/LAT offerings, specifically dual enrollment and online. The completion and retention rate of M/LAT is a few percentages below the average of the college, but reflects the success within the discipline.

Describe the department's progress on Student Learning Outcomes (SLOs) and/or Administrative Unit Outcomes (AUOs) since the last Program Review/APU. If your discipline offers a degree or certificate, please describe the department progress on Program Learning Outcomes (PLOs).

AFRAM: the majority of classes are either up to date or in process of being updated. The full time faculty Jason Seals and Danae Martinez will do curriculum updates. These will be completed during the 2019-20 term. The majority of updates will be slight in that text books and/or SLOs may be revised.

MLAT: ----- courses are current and -----need to be updated. The full time faculty in this discipline will update these courses during the spring 2020 term. If he does not then the chair will do it.

ASAME: All of the ASAME courses need to be updated. We began this process during the spring 2020.

NATAME: All courses need to be updated or deactivated. The chair will update the course. The course offerings have increased and the success of the discipline is reflective in the retention and completion rates which are above the averages of the college.

Describe the outcomes and accomplishments from previous year's funded resource allocation request.

Brief description of funded request	Source (any additional award outside your base allocation)	Total Award Amount	Outcome/Accomplishment
Offer 1-2 NATAME courses by Fall 2017			Offered 1 new NATAME course in fall 2017
Hire effective faculty in M/LAT			Hired a full time MLAT instructor in fall 2017
Increase student learning access to AFRAM learning modules			Purchased additional ipads to support student learning
Extend and strengthen high school dual enrollment offerings			(established new partnerships with Envisions High School and CRYJ) to offer more dual enrollment courses. Since 2015 the Ethnic Studies department has offered approximately 30 dual enrollment courses)

In the boxes below, please add improvement actions and resource requests that are directly related to the questions answered in this section. If there are no improvement actions or resource requested in this area, leave blank.

Improvement Actions Improvement Action

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Launch AFRAM Community Extension Center	Open a community extension center for AFRAM, to offer more courses in the community (in progress, searching for a location)	12/31/2020	Jason Seals

Resource Request

Facilities	Classrooms	Estimated Cost
Description/Justification Center will allow the college to offer courses		

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Hire F/T AFRAM faculty	need to explore the possibility making the Africana center a lab for African American studies it could be the justification for an additional hire)	12/31/2020	Administration

Resource Request

Choose an Option

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Hire Classified Staff member for Africana Center	Staffing support is needed to keep the center open. The center is a learning tool for African American studies courses. The Africana center has multimedia learning modules that are instrumental to student success in AFRAM courses.	7/1/2020	Department Chair

Resource Request

Personnel	Classified Staff	Estimated Annual Salary Costs	Estimated Annual Benefits Costs
% Time	Description/Justification		
50	Staffing support is needed to keep the center open. The center is a learning tool for African American studies courses. The Africana center has multimedia learning modules that are instrumental to student success in AFRAM courses.	20000	2500
Total Costs			
22500			

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Department Wide Professional Development	Professional development needed to support development of instructional skills and continue to enhance knowledge of the field (to ensure student receive the most relevant content)	6/30/2020	

Resource Request

Professional Development

Department-wide PD needed

Description/Justification

Professional development needed to support development of instructional skills and continue to enhance knowledge of the field (to ensure student receive the most relevant content)

Estimated Cost

5000

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Membership in African Black Psychological Association		6/30/2020	

Resource Request

Professional Development

Individual/personal PD needed

Description/Justification

Membership to African Black Psychological Association

Estimated Cost

1200

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Subscription to Black Psychology Journal and Black Stud...	Subscription to Black Psychology Journal and Black Studies Journal	6/30/2020	

Resource Request

Supplies

Books, Magazines and Periodicals

Description/Justification

Subscription to Black Psychology Journal and Black Studies Journal

Estimated Cost

1500

Improvement Action

Action Item	Description	To be completed By	Responsible Person
Laptop for Full time faculty	New laptops for fulltime faculty	6/30/2020	

Resource Request

Technology and Equipment

New

Description/Justification

New laptops for full time faculty

Estimated Cost

5000