



Welcome to Program Review

Merritt College - 2019

First Year Experience - Service Area or Special Program

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 First Year Experience Program is to empower students to be autonomous and to be able to navigate the educational system in order to increase enrollment, retention, graduation and transfer success.

The vision of the FYE Program is to increase student retention and success by helping first year students make a successful transition to college. The FYE Program's vision is also to introduce students to many academic opportunities and to make Merritt College their home campus. The FYE I.M.P.A.C.T. Program works diligently to: Support students in building a sense of community and belonging by integrating them into campus activities, learning communities, and the campus community at large. Teach students campus policies and procedures to help them navigate the educational system. mentor them to learn to advocate for themselves and to overcome obstacles that might prevent them from accomplishing their academic goals. Teach students to network in order to build their social capital and help them develop their leadership skills.

Program Total Faculty and/or Staff

Full Time

Rosa S. Perez Coordinator (0.5)

Part Time

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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

1. To expand the learning community cohorts in order to provide more access and support and increase the retention and completion of incoming freshmen students.
2. To validate the successful accomplishment of students completing the first year at Merritt College by continue having the end of the year celebration.
3. Receive professional development to better prepare the career counselors to teach the Coun 57: Career and Life Planning courses.
4. To take the FYE IMPACT students to 4 year universities campus tour (1. Private, UC and CSU), as a way of providing students with options beyond Merritt College; as well as connecting them to programs and resources at the 4 year universities.
5. The FYE IMPACT program plans to pay for the buses to bring the incoming high school students for campus tours and do the new student orientation. The program intents to also pay for the lunches when possible.
6. The program plans to purchase outreach materials to advise the program and the college.
7. The FYE IMPACT program plans to continue to offer the pre-collegiate Adelante Summer Bridge program in Summer as a way of providing access and support to the incoming high school students. This program has a direct pipeline to the learning communities at Merritt College in the Fall and Spring to serve disproportional impacted populations such as African Americans, Latinos and other minority groups identified by the equity initiative .

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.

2016-2017: Retention - 83%
 2017-2018: Retention - 81.13%
 2018-2019: Retention - 78%

In 2018-2019 the FYE program retention was 1% above the average for Merritt College. During the last three years, the FYE program has constantly kept its student retention above the overall retention rate for Merritt College. The Coordinator is observing a slow decrease in retention (but still above the campus average) as the number of Learning Communities increased from 2 to 3 and then to 4 cohorts. It is the belief of the coordinator that she needs additional staff to support her in the myriad of coordination decisions and activities that must be accomplished. Just in 2018-2019 the FYE program helped the college retain 337 new students plus 600 additional continuing FYE students who were in the FYE program in previous years.

The FYE IMPACT students in the program have higher retention and completion rates than the students who are not in the program. The FYE program works diligently in not only bridging new students to Merritt College, but also in connecting them to the available resources on campus such as the Learning Center for tutoring, EOP's, Student Accessibility Services (SAS), Financial Aid etc. as a way of helping them access all of the support they can get to be successful. Reviewing how successful the hand-holding interventions work, the program agreed to continue implementing them.

Another trend that we continued to see for the 2018-2019 academic year was that the majority of the FYE IMPACT students were females. After reviewing the data, the program worked really hard to recruit more male students and balance that ratio for the following year. The program also tried to diversify the program and bring more students from different ethnically backgrounds. The program was able to increase the number of Asian students, Middle Eastern and White. Given that 43% + of Oakland Unified School District (OUSD) student population is Latino and the targeted population for the FYE IMPACT students are new students, which the majority are recent high school graduates. This explains why the majority of the student population in the FYE IMPACT program are Latino students. The student population in the program is a reflection of what the majority of the OUSD students are.

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).

The FYE IMPACT program has continued to assess its PLO's and SLO's and the results have been consistently positive showing student development and growth.

- PLO #1 - Career Exploration
- PLO # 2 - Leadership Skills Development
- SLO # 1 Self Knowledge Development
- SLO # 2 - Self responsibility and Self-Direction

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
1. Faculty Stipends	no base allocation. VPSS Fund	12,500.00	Most instructors attended the case management meetings to discuss students progress and interventions to retain at risk students. They also chaperoned 4 year university campus tours and other program expectations as per discussion with previous VPSS.
2. Office Supplies	no base allocation. VPSS Fund	1000.00	Purchased supplies needed such as label maker, folders, etc to organize the case loads of students.

3. Buses	no base allocation. VPSS Fund	5000.00	Transport students to 4 year universities for campus tours at places such as UC-Davis, SFSU and CSU-EB.
4. Student worker	no base allocation. VPSS Fund	5000.00	To cover the salaries of the student assistants after exhausting work-study funds.
5. End of the Year Celebration	no base allocation. VPSS Fund	2000.00	Able to create celebration for students and their families to acknowledge and validate completion of their 1st year in college.

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
1. Please provide FYE with an institutionalized budget	For the last 7 years, the FYE program has needed to request funding from multiple administrators not knowing if, when or how much will be provided to meet the program goals.	1/2/2019	VPSS and others

Resource Request

Other	Other	Estimated Cost
Description/Justification buses, faculty stipends, end of the year celebration, student workers, office supplies, etc.		50000.00

Resource Request Summary

Total Cost: \$50000
Total Resource Request: 1

Program Update
Personnel

No Resources found for this category

- Professional Development
No Resources found for this category
- Technology and Equipment
No Resources found for this category
- Supplies
No Resources found for this category
- Facilities
No Resources found for this category
- Library
No Resources found for this category

Other	Description/Justification	Estimated Cost
Type	buses, faculty stipends, end of the year celebration, student workers, office supplies, etc.	50000.00
Sub-Total: \$50000		

Sign and Submit

Please provide the list of members who participated in completing this program review.

Rosa S. Perez

Please enter the name of the person submitting this program review.

Rosa S. Perez