Program Review

Summary and Reflections with Unit Goals, Action Plans, and Updates

Instructional Program - Multimedia (MULT)

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.

Successes:

1. Developed and implmented structured Course Sequence Program Cards to optimize class scheduling and offer predictable and dependable pathways for students to follow upon entering into one of the braches of the Multimedia program.

2. Developed and implemented a new ICT Certificate of Performance in collaboration with Point Loma High School high school to offer HS students an introductory series of classes with which to enter various program sequences in the Digital Technology and Computer Sciences.

Challenges:

1. Lack of full awarness of new degree programs (e.g. Video Game Design and Development, 3D Animation) exacerbating ongoing enrollment challenges.

2. Lack of contract faculty in the discipline results in the need to hire more adjuncts. Recruiting, hiring, and mentoring of qualified faculty in the areas of Video Game Design and Development and 3D Animation impacts the program's efficiency and consistency of meeting learning outcomes.

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.
N/A

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
N/A

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.
Reviewed & Accurate

Related Documents for Charts and Graphs

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.

Enrollment trends are up over the last several years. 340 students per term in 2019/2020; 420 students per term in 2022/23. Multimedia enrollment has been increasing while overall campus enrollment has been decreasing. Retention rates have increased from .85 in 2016/2017 to .93 2022/2023. Awards have increased to 22 in 2021/2022. Productivity has decreased slightly since our return to offering on-campus classes.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)

The Multimedia program shows a fall 2022 success rate of 72.7% compared to the Campus success rate of 70%. 2021/2022 Black/African American the success rate was 39%, a 31% deficit compared to the campus success rate. This rate has

reecovered somewhat with a return to on-campus instruction with a fall 2022 success rate of 59.3%. The fall 2022 Latinx the success rate was 72%. Fall 2022 Asian success rate wa 68%. Gender equity analysis from 2021/2022 shows a female to male ratio 33% to 67%. Retention rates were similar with 85.6% female vs. 88.4% male. Success rates were relatively equal at 66.1% female to 67.7% male.

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.

Data continues to be compiled with next scheduled departmental discussion of outcomes taking place fall 2023.

Data Reflection Complete
Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.

A return to on-campus instruction combined with the development of a standardized Multimedia course sequence pathway for the various branches of the program will help students to complete their chosen degree program on a predictable and dependable timeline.

What other factors (internal or external) might also impact the above data trends and equity gaps?

The evolution of our online course offerings to integrate effective learning tools and engagement strategies to more successfully navigate post-pandemic student needs. Development of more culturally inclusive and responsive curricula (projects, assignments, etc.) in our online modality.

Related Documents for Charts and Graphs

Practice Reflection Complete
Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.
No Edits to Executive Summary

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
No Edits to Data Reflection

Review Outcomes Report. Review the unit’s outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
No Edits to Practice Reflection

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
Implementing structural review and revision of 3D Animation courses and degree programs. Deactivation of selected programs and classes in progress. Integration of remaining 3D classes into existing Game Design program being considered. Revision of faculty request to focus on Video Game Design & Development only.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.
No Edits to Data Reflection

Summary and Reflection

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.
No Edits to Practice Reflection

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

YEAR 5 Updates (2026 - 2027)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Review Outcomes Report. Review the unit's outcomes assessment process for 2025 - 2026. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 5.

Unit Goals, Action Plans, and Updates

Goal 1: Hire additional full-time faculty positions.

Unit Goal: Goal 1: Hire additional full-time faculty positions to solidify curricular continuity and develop industry standard pathways for students in the Video Game Design & Development program in the Digital Technology department.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)

Unit Goals, Action Plans, and Updates

- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)
- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Research and collect necessary data and labor market information to articulate the department's need for new full-time faculty and make as convincing a case as possible in support of our request. 2. Complete the procedural steps necessary to include the Digital Technology department's request for new full-time faculty in the next round of allocations. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 12/04/2024 **Action Plan Update**: Submitting revised FHP for 2025-2026 **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/07/2023 **Action Plan Update**: Continuing to research and collect data and will submit this cycle. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Goal 2: Customized Marketing and Outreach

Unit Goal: Goal 2: Increase awareness of Multimedia areas of emphasis via customized marketing and outreach in conjunction with newly implemented marketing services recently made available at the college.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Unit Goals, Action Plans, and Updates

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 01/26/2025 **Action Plan Update**: CTE Marketing and Outreach program implemented and meeting regularly every semester. **Update Year**: 2024 - 2025 **Action Plan Progress**: Completed

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: 1. Collaborate with WBL and new marketing entities on campus to develop informational materials and multiple methods of outreach in order to reach as wide an audience as is possible with the resources available to us. 2. Evaluate effectiveness of marketing and outreach efforts by comparing enrollment and completion data with concurrent marketing and outreach efforts. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 12/07/2023 **Action Plan Update**: Working with CTE and external vendor to develop marketing plans for CTE programs. **Update Year**: 2023 - 2024 **Action Plan Progress**: Completed

Goal 3: Open Educational Resource

Unit Goal: Goal 3: Emphasize Open Educational Resource options in our curriculum in order to improve existing equity gaps in access to technology and course materials among our students.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)

Unit Goals, Action Plans, and Updates

- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)
- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Review and evaluate all Multimedia course content and outlines in collaboration with faculty to determine which areas would be able to effectively utilize OER resources in the delivery of their curriculum. 2. Collaborate with faculty to research, obtain, and share OER resources across various programs and classes. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 01/26/2025 **Action Plan Update**: Continued emphasis on providing OER options in our classes, with ongoing success in migrating course learning materials to OER. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/07/2023 **Action Plan Update**: Ongoing communication with Digital Technology instructors encouraging use of OER resources. Spring Departmental meeting will focus heavily on exploring resources and building consensus. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Goal 4: Decrease Equity Gaps

Unit Goal: Goal 4: Decrease equity gaps for African American and Latinx students in our online course offerings.

Goal Status: Active

Beginning Year: 2022 - 2023

Unit Goals, Action Plans, and Updates

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
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- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)

Unit Goals, Action Plans, and Updates

- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Review and evaluate all Multimedia course content and outlines in collaboration with faculty to identify those areas of the curriculum where gaps in equity could be effectively addressed through a process of research and revision. Address aspects of curriculum (in collaboration with our Advisory Committee) to provide optimal cultural relevance for students of all backgrounds, thereby decreasing existing equity gaps in the learning experience and enhancing relevance of course content to all students. 2. Research and obtain information on related courses at other educational institutions that have already implemented curricular changes addressing student equity gaps. Review and assess effectiveness and determine suitability for similar revisions in our department's curriculum. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 01/26/2025 **Action Plan Update**: Continuing emphasis on examining curricular learning methodologies and culturally relevant factors to identify areas of improvement and increase success and retention rates amongst selected student populations. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/07/2023 **Action Plan Update**: Continuing review of class projects, assignments, and curriculum to find areas where opportunities for building broader bases interest for all students exist. Encouraging instructors to engage in the process and develop learning environments that reflect a greater inclusiveness, encouragement, and acceptance of a wide variety of learning styles. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Goal 5: Revise Program Awards & Curriculum

Unit Goal: Revise Program Awards & Curriculum

Goal Status: Active

Beginning Year: 2024 - 2025

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups,

and inclusion. (✓)

- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
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- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)
- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Streamline 3D Modeling and Animation curriculum by deactivating low enrolled courses/programs and integrating remaining courses into the Video Game Design and Development program. **Action Plan Cycle:** 2025 - 2026	**Submission Date**: 01/26/2025 **Action Plan Update**: Advanced courses and 3D A.S. program on track for deactivation. Remaining courses being examined for potential integration into Video Game Design & Development program. 3D C.A. being reviewed for potential deactivation. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track