SAN DIEGO MESA COLLEGE

Program Review

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

Instructional Program - Phlebotomy (PHLB)

Executive Summary

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

The last class to complete the program was the 2019-2020 cohort. The primary site for externship was Donovan State Prison. When the pandemic hit in 3/2020, RJD closed their doors to all students and volunteers. We have been trying to add extra sites to be able to handle 32 students (2 cohorts of 16) but it has been challenging. There are a number of year round shorter private programs utilize outside labs spots which has proved to served to make it difficult to secure new sites. These private programs charge $1800-$2000 compared to our program which is approximately $400, a much more cost effective option. Our program success rate is 93.5% compared to the campus success rate of 73.5%. This includes old data from before COVID and the new cohort from the fall.

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.

During the programs inactivity, the 2- year renewal was completed and granted by the California Department of Public Health (CDPH). The current textbook will be updated to the 7th edition.

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 Not Accurate - Update In Progress

Related Documents for Charts and Graphs

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.

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

Outside private programs charge $1800-$2000 and do not offer any financial aid. Since we are a community college based program we offer financial aid to those that qualify and the cost is approximately $400, a much more cost effective option to those that don't. This significant cost difference provides a much more equitable opportunity for those who don't have cash resources to pay cash up front. After looking at the dashboard, 2 major equity gaps are present; Latinx and first generation students. The current equity gap in Latinx students is -5.566 that is down from -6.6 from previous years (pre-COVID) status. A similar trend is noted with first generation students moving from an equity gap of -9.8 pre-COVID to -8.7 with the inclusion of our recent cohort statistics. It is encouraging to see a decrease in the equity gap in these two demographics and it will be a focus to monitor the equity gap in both groups and hopefully continue to decrease the gap moving forward.

Related Documents for Charts and Graphs

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

Summary and Reflection

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.

I have been engaged in numerous outreach meetings in the community with local lab partners. We have resecured Donovan as a site, but our numbers will be less than in the past. They will only be able to accommodate 4 students per 6 week time frame. Scripps has been a site, but declined sites over the past 3 years. We were able to secure 6 sites for the fall. We are currently in the process of adding Genesee Medical Group and San Ysidro Health Center. Neighborhood Health Care is interested and we are in the beginning stages of adding them as a site. I met with Alvarado Parkway Institute, however, they can't accommodate students right now. I will continue to search for additional sites.

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

The program lost two of the five adjunct instructors. We are in the process of adding a nurse practitioners and a CPT to our adjunct list with the hope of having more available staff for instruction and substitution. The addition of new instructors will help further decrease the Latinx and first generation equity gap that has been a trend in this program since pre-COVID. The cohort this semester has been able to narrow that equity gap and we are looking to add Mesa College as an official testing site that should help to decrease the barrier of scheduling and traveling to an outside facility to take the national boards. The program has also secured funds to assist students in paying the fees for the national exam as well as state licensing fees which are mandatory to be able to work as a CPT I in the state of California.

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

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
Yes, updated to add demographics

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.
Yes, updated to discuss equity gaps

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
We were able to successfully graduate 20 phlebotomy students for the 2023/2024 school year with 100% national board pass rate. We were able to add a third phlebotomy instructor for the fall of 2024, but our prior am cohort instructor was unable to teach this fall. However, we do now have 3 instructors approved and one as a substitute.

Summary and Reflection

Our applicant pool number increased from 60 in 2023 to 144 in 2024. We were able to accept two cohorts of 15 students for fall of 2024.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.

The current equity gap in Latinx students is -5.566 that is down from -6.6 from previous years (pre-COVID) status. A similar trend is noted with first generation students moving from an equity gap of -9.8 pre-COVID to -8.7 with the inclusion of our recent cohort statistics. It is encouraging to see a decrease in the equity gap in these two demographics and it will be a focus to monitor the equity gap in both groups and hopefully continue to decrease the gap moving forward. I will update these trends when the fall of 2024 and spring of 2025 statistics are available next year.

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

I would like to request 8 venipuncture practice arms for the students and 8 venipuncture support wedges to help meet the goals of 20 safe and successful venipunctures to meet the requirements for certification, licensure and employment.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.

We were able to increase our site numbers at Scripps from 6 to 8 in the fall, however, Scripps Carmel Valley was unable to accept any fall students due to a huge turnover and training period of new employees. They have given us 3 sites in the spring. I was also able to obtain 2 sites at Scripps in January as well as 2 at Donovan. Current site count for the spring is 12 (8 Scripps sites and 4 Donovan sites).

YEAR 4 Updates (2025 - 2026)

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

We graduated 25 students in the 24-25 year, in addition to the 20 students in 23-24. The 2024-25 year we graduated 25 students with a 92% national board pass rate. We added an instructor in 2024, however, she was unable to continue and another one was hired in her place for the morning section. Applicant pool was stable at 120 applicants. We accepted 32 students, but had 4 students drop within the first 3 weeks for a total of 28 graduates from 070 this fall. WE

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.

We updated the textbook to the 8th edition and made some adjustments to the midterm and final exams to align more closely with the types on questions on the national board exam and have a 94% passing rate for the 2023/24 and 2024/25 school years. We will also update and review the other quizzes this coming spring. We have a 90% alignment for PHLB 070 with CLO #1 and 2 and 96% alignment with PHLB 080 CLO #3.

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

Viable DCP sites this fall increased from 12-14 this past fall. Awaiting notification of January, February, March sites at Scripps. In the process of renewing the Donovan affiliate agreement. It expires Feb 28th, 2026. It will take approximately 6 months to review and sign with Donovan leadership. It should be ready by the fall of 2026.

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.

Summary and Reflection

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: Restart program fall of 2023.

Unit Goal: Goal 1: Restart program fall of 2023 (hopefully 2 cohorts of 16 students each).

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2023 - 2024

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **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 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **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 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:** Engaged in multiple correspondences and meetings with the education department at Donovan State Prison to help reestablish student placements for DCP placements. Increased correspondence with Scripps student evaluations and secured increased placements at 3 Scripps labs which enabled the reactivation of the program. **Action Plan Cycle:** 2023 - 2024	**Submission Date**: 11/17/2023 **Action Plan Update**: Program restarted in fall of 2023 with a total enrollment of 26 students **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates

Goal 2 Program expansion and sustainability

Unit Goal: The primary goal is to grow the program to accommodate all students in a DCP site in the fall and have all students complete the program in one semester.

Goal Status: Active

Beginning Year: 2024 - 2025

Projected Completion Year: 2028 - 2029

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 (✓)
- **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. (✓)
- **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 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **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:** Have meetings with external sites to add more student placement spots	**Submission Date**: 12/01/2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Cycle: 2025 - 2026, 2024 - 2025, 2023 - 2024	**Action Plan Update**: Had a meeting with San Ysidro this past spring to establish an affiliate agreement and become a phlebotomy site. Awaiting further information from Phlebotomy leadership. Also met with Scripps laboratory leadership and looking to add additional sites in North County. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** add more adjuncts to help facilitate program growth **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024	**Submission Date**: 12/01/2025 **Action Plan Update**: One additional adjunct was added this year for the morning cohort, however, we lost one as well. Planning to add at least one more. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** Projected goal to add a third cohort in the spring to bring total graduates to 48 yearly **Action Plan Cycle:** 2025 - 2026, 2023 - 2024	**Submission Date**: 12/01/2025 **Action Plan Update**: Projecting to add an adjunct instructor and increased externship sites at Scripps and San Ysidro to allow the development of a spring cohort of 16 **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** The phlebotomy 2 year program review for the CDPH LFS is due in October 24th, 2026. Will work to have renewal process done in the summer of 2026, 90 days before due date. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024	**Submission Date**: 12/01/2025 **Action Plan Update**: Current status with the LFS is active. Will address and complete the 2 year renewal process in the summer of 2026 **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track

Goal 3: Career Pathway

Unit Goal: Establish a pathway with Miramar College from CPT I to MLT by 2028

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2028 - 2029