SAN DIEGO MESA COLLEGE

Program Review

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

Instructional Program - Radiologic Technology (RADT)

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Successes: We are very fortunate with high student retention rates and 100% job placement.

Challenges: Typically, we lose students due to financial reasons. Nearly 70% of our students fall into the low-income status according to the Mesa Data Dashboard. I would like to see more support for students with economically challenged backgrounds. If we could design a funding source to include money for housing that would have a significant impact.

Another challenge is no college budget to upgrade or replace outdated x-ray equipment. Mammography is one of the advanced certifications students can obtain while in the program which leads to greater employment opportunities and higher pay. Currently, we are using old equipment in “demo mode” so the machine is functional for students to practice positioning, but not able to take any x-rays. The program would like to offer screening mammography to the wider campus community as part of the new San Diego Mesa College Health & Wellness Community Clinic, but we need new mammography x-ray equipment. This could provide a cancer screening exam at a significantly reduced cost and our students could gain valuable clinical experience at the same time.

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.
The Rad Tech program added a new lab course, RADT 70 Orientation to X-Ray Equipment that begins in the summer before students go to clinical or start the fall positioning lab course. This course teaches students how to use the x-ray equipment in a safe lab environment before they are graded in lab or using the equipment on real patients. This should improve the retention rate and reduce stress and anxiety during the first fall semester. In fall 2022, students seemed better prepared and less stressed in clinical and performed exam competencies sooner when compared to students in years past. It is still a new course, so I will continue collecting data for future program reports.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
I asked my working students if they are utilizing financial aid and many do not qualify because they have too many units. This seems to be a barrier for students trying to change their career pathway and they feel like they are being penalized for all of their previous coursework, especially if they paid for those courses. It seems like the Federal system needs to be updated.

Over the past 20 years, scholarship awards have remained at very low amounts, typically $500 and it would seem reasonable to raise the amount of money awarded for scholarships. Many students do not feel the time investment to complete the scholarship application is worth the small amount of money awarded. In some cases, the student must return unused scholarship funds not spent on tuition, fees, and textbooks.

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.
Two things I notice in the data: First, we have seen a drop in 1st time ARRT national exam pass rates with students who received Academic Accommodations from the college. Apparently, the college accommodations did not meet the ADA federal standards so students did not receive the same accommodations on the ARRT national exam.

Secondly, I would like to see more graduates attain a bachelor's degree. This would be more likely if Mesa College offered a BS degree in Radiology Administration, etc. Graduates would be more inclined to take advantage of this opportunity through Mesa College as opposed to transferring to a university. Our graduates become employed at local hospitals that typically offer tuition reimbursement as part of their benefit package. This would allow our graduates to obtain a bachelor's degree from San Diego Mesa College at a much lower cost and advance into leadership roles in administration or education (faculty program directors & clinical coordinators).

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

The greatest equity gap in our program is related to financial instability. Students who struggle financially seem to struggle more academically because they are working too many hours, experience higher rates of anxiety, and have less time to study and complete the coursework. If we can create a program that supports students in need, then we can begin to close the equity gaps. I would love to start a Sponsorship Program that would focus on students in need and provide them with financial support so they can go to school and learn without worrying about money.

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.
The program discussed the learning outcomes assessment data at the Advisory Committee meetings. The drop in the ARRT first-time pass rate was discussed at length and the committee asked why the college would provide academic accommodations that were above and beyond the federal guidelines. This information was also shared with students right before graduation, so they were fully aware of the potential issues and why their accommodations may be denied.

The committee was supportive of a bachelor program offering at the community college level and hoped to hear more updates. The committee did not have any suggestions for financial support to students in need, but supported the idea of a Sponsorship Program at the college level.

The committee was also surprised by the $500 average scholarship award but offered no solutions. The industry partners did confirm that tuition reimbursement is a benefit for graduates within 6 months to one year of employment.

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.
The program works with students to ensure clinical placements are close to home or work to reduce the cost of gas and time traveling to and from clinical. Second-year courses are mostly online to reduce the time traveling to and from campus.

Creating a Sponsorship Program to focus on students in financial need could have a positive impact in reducing the

equity gaps in the Rad Tech program.

What other factors (internal or external) might also impact the above data trends and equity gaps?
Financial Aid legislative changes could have a major impact in reducing educational costs for students changing careers.

Scholarships need to be much higher than $500 to have any impact.
Hire more staff in the Financial Aid Office at Mesa College – many students have complained about long wait times and/or no email responses.

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.
Program Review was not completed in year 2 due to the completion date of the initial review.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.

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.

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
RADT 70 has continued to be a success with our new students. The students are less anxious when entering the clinical setting for the first time in fall semester. They are more familiar with the equipment and exams which has allowed the students to prove competency in exams earlier in the semester. This has reduced stress and anxiety for both our students and our clinical sites.

Students are still encountering problems with financial aid due to having too many units and the financial stress that they encounter throughout the program is still a common reason that we experience attrition in our students.

Our mammography equipment is still out of date and unable to be used outside of a demo mode that will not allow x-rays to be taken. We are still working to try to get the equipment updated which would allow it to be used as a resource for our community clinic. With the purchase of working mammography equipment, it will also allow our students to obtain valuable clinical experience while providing cancer screening and detection to the community at a reduced cost.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.
In the past two years we have seen a drop in our students pass rate of the national exam that they take through the American Registry of Radiologic Technologists. This has been attributed to the change in delivery of classes and prerequisites due to the covid pandemic. We are continuing to monitor the pass rate for the exam and have started to take steps to better prepare the students for the exam process. One concerning factor is that the American Registry of Radiologic Technologists does not recognize any test accommodations that exceed the requirements of

the American with Disabilities Act. This hampers our students because they are provided with accommodations throughout the program that are not provided for them when they sit for the national board exam.

Exploring the possibility of offering a bachelors degree is something that I believe our radiology community would appreciate. Many technologists that are interested in moving into a leadership position need to obtain advanced degrees in order to qualify. By offering this degree at the community college level, it is more affordable and would allow access into leadership positions that can offer higher wages and advancement.

The greatest equity gap still exists with our students who are struggling financially. Our student demographics match the student population of San Diego Mesa college with 46% Latinx, 17% White, 15% Asian, 11% Filipino, 7% African American, 2% pacific islander and 2% other.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.
We had one course that was assessed during the previous period. The first benchmark was regarding knowledge of anatomy and common errors that occurred while positioning patients for exams. This benchmark is set for 100% of our students scoring above 75% on multiple quizzes taken throughout the course. We had three students who did not achieve the benchmark. Two of the students did not take one of the quizzes resulting in a score of zero and one student missed the 75% score by 7%. All of these students worked with the faculty and were able to pass the class and the final. The second benchmark was that all students were able to pass the final for the course with a 75% or higher. This benchmark was achieved and shows the growth that the students experienced throughout the course.

Our program is on track to assess all courses in the program over the next two years. We were able to complete all course assessments scheduled for Fall 2025 with a majority of benchmarks being met. Our Course Learning Outcomes have been assessed to ensure that they are accurate representations of the success in each course. As we continue through the course assessment process, we will be focusing on how to improve learning for the students and provide them with the skills necessary to succeed in their career path.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.
We continue to place our students at clinical sites that are as close to home as possible to reduce the time, stress and expense associated with long commutes.

We are the only Radiologic Technology program offered through the community college district which means that our tuition is accessible to lower income students. We are currently working with multiple clinical sites to see if there is a possibility to open additional student placements with their hospitals which would allow us to increase the amount of students that we accept into the program each year.

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.
RADT 70 has still continued to support the new students when first joining the program and our clinical affiliates appreciate the students being better prepared for the clinical environment. The reduction in stress and anxiety is still present for our most current new students.

We are also altering many of our courses over the next year to in person or hybrid instead of online to better support our students through the program. Our hope is that this change will better support the students not only in these courses, but also with their national licensure exam.

We have had an additional scholarship that was created for the radiologic technology program students. This has allowed additional financial support for some students and has been meaningful for the students that it was awarded to. We continue to encourage and support students through the scholarship application process to further support them.

We are still looking for ways to update our mammography equipment to better support the students by closely

matching the clinical equipment in the field. The new equipment would also meet the requirements for national and state licensure.

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

We have continued to see a drop in the pass rate for certification through the American Registry of Radiologic Technologists for the most recent graduating class in 2025. This concerning trend has highlighted that the program is not meeting the student needs with the current delivery of information. Due to this evaluation, we have moved RADT 86 Fluoroscopy and Radiation Safety and RADT 241 Sectional Anatomy from online delivery to in person delivery. The previous graduates of the program have seen low scores in radiation safety and anatomy which is discussed in both of these courses. We have also moved RADT 240 Radiation Biology to a hybrid course since this is another topic that students have scored low on in recent years. We will continue to evaluate courses for the fall 2025 semester and alter delivery method as needed to better match the students' needs.

We would like to continue to evaluate how we can meet the local community needs by offering additional programs in ultrasound, more advanced training in computed tomography or possibly a bachelor's program. The local hospital community has reported need for additional radiologic technologists especially with training in advanced modalities. The growing healthcare needs for imaging professionals will continue in the coming years and we hope that our program can continue to meet the growing needs in our community.

The number of students receiving aid in our program has increased to 51 out of 64. This additional aid support for our students has allowed students to become more successful in our program. We have consistently seen an increase in our student population in females which matches community needs for female technologists in sensitive modalities like mammography. Our student demographics match the student population of San Diego Mesa college with 47% Latinx, 37% White, and 16% Asian.

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

All courses have been assessed in the program. All PLOs were meeting benchmarks consistently except RADT 121. The students in RADT 121 had difficulty translating the information taught into exam answers. The course has been reevaluated and found that it was needed information and delivered in an appropriate manner. The RADT 121C Lab has also been evaluated to better support student learning. We will continue to monitor the course and update as needed.

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

We have continued to work with our affiliated clinical sites for additional student placements and are in the process of adding on additional sites that are connected to existing sites which will hopefully allow the increases in students. We consistently look to place students in clinical sites as close to their homes as possible to reduce drive time, stress and financial burden.

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

FAFSA Application

Unit Goal: Ensure every student completes a FAFSA application.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

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 (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Schedule Financial Aid Workshops during first summer semester orientation course. **Action Plan Cycle:** 2025 - 2026, 2023 - 2024	**Submission Date**: 11/19/2025 **Action Plan Update**: In the first summer semester we have added additional support for the students to make sure that they are completing the FAFSA application. Many students have been able to receive financial support through this process. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track **Submission Date**: 11/22/2024 **Action Plan Update**: Due to a change in faculty, we were unable to achieve this goal during year three. We will continue to work towards completion in year four. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered
Action Plan Status: Active **Action Plan:** 2. Meet with students individually to discuss financial aid options **Action Plan Cycle:** 2025 - 2026, 2023 - 2024	**Submission Date**: 11/22/2024 **Action Plan Update**: Due to a change in faculty, we were unable to achieve this goal during year three. We will continue to work towards completion in year four. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered

Replace Equipment

Unit Goal: Replace the Demo Mammography Unit with a Digital Unit

Goal Status: Active

Beginning Year: 2023 - 2024

Unit Goals, Action Plans, and Updates

Projected Completion Year: 2024 - 2025

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1.Apply for Perkins to remove old x-ray unit and upgrade space for new digital x-ray mammography unit. **Action Plan Cycle:** 2023 - 2024	**Submission Date**: 11/19/2025 **Action Plan Update**: Since Perkins was unable to assist the program with funding to purchase the new mammography equipment, we are actively seeking other means to find the necessary funding to purchase the equipment. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered **Submission Date**: 11/22/2024 **Action Plan Update**: The application was submitted however the replacement of the equipment was not approved. We will continue to look for other resources in order to upgrade the current equipment to better suit the needs of the students and the community. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered

Admission Process Assessment

Unit Goal: Assess the admission process for the Radiologic Technology program to evaluate the current process for possible changes.

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2026 - 2027

Action Plans	Updates
Action Plan Status: Active	

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Evaluate 2026 application for degree status in all applications and how a holistic admissions process would alter the application process. **Action Plan Cycle:** 2025 - 2026	

Assessing Community Needs for Imaging Professionals

Unit Goal: Assess how the Radiologic Technology program can better meet the current needs in the hospital community for imaging professionals.

Goal Status: Active

Beginning Year: 2026 - 2027

Projected Completion Year: 2029 - 2030

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Meet with EDC to evaluate the recent report that found: "Regional healthcare employers reported a misalignment in the training of Radiological Technologists. 100 percent of surveyed employers said that cross-training Radiologic Technologists and Computed Tomography (CT) Technologists would add value to their organizations and emphasized a need for additional Imaging Technologists (X-ray, CT, Sonography, etc.) in the region". Assess how our program can more closely align with community needs. **Action Plan Cycle:** 2026 - 2027	

Unit Goals, Action Plans, and Updates

Sponsorship Program (Copied on 12/04/2023, 14:38:58)

Unit Goal: Create a Sponsorship Program for CTE students

Goal Status: Archived

Beginning Year: 2023 - 2024

Projected Completion Year: 2029 - 2030

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Create a Sponsorship Program for CTE students **Action Plan Cycle:** 2024 - 2025	**Submission Date**: 11/19/2025 **Action Plan Update**: This goal has proven to be too difficult to achieve due to the inability to find the necessary funding. The program will be focusing on new goals to support students in the program through alternate means. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered
	Submission Date: 11/22/2024 **Action Plan Update**: Due to a change in faculty, we were unable to achieve this goal during year three. The program will be evaluating how to achieve this goal and evaluating if this is still a focus for the program going forward. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered

FAFSA Application (Copied on 12/04/2023, 14:39:58)

Unit Goal: Goal 1: Ensure every student completes a FAFSA application.

Goal Status: Archived

Beginning Year: 2023 - 2024

Projected Completion Year: 2029 - 2030