SAN DIEGO MESA COLLEGE

Program Review

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

Instructional Program - Real Estate (REAL)

Executive Summary

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

Since the summer of 2020 and due to the most recent pandemic, all Real Estate courses have been offered online. At first, this represented a challenge to our department because not all faculty were used to this modality. However, our department was not affected as much as other departments offered the majority of their classes in a Face-to-Face modality. Before the pandemic, the vast majority of Real Estate courses were been offered online already and only a handful of courses were on campus. Therefore, after the pandemic shut down our campus, most of our faculty were ready to offer all of our Real Estate courses online. Nonetheless, we did suffer a decline in enrollment. On average, we experienced a 10% annual decline in enrollment since fiscal year 17/18. In addition, although the current contract faculty lead for Real Estate is a contract faculty member in the business department, he has limited experience in the residential Real Estate field, which tends to be the concentration among the majority of students. Moreover, he has been trying to grow and lead the entrepreneurship program as well, including developing the newly introduced Small Business Virtual Incubator at Mesa College. We need someone who can dedicate more time and effort into the program and could potentially teach more Real Estate courses as well.

Update for 2023-2024
N/A

Update for 2025-2026
Our request to convert the approved business administration assistant professor position to a real estate position was denied so we are submitting a new faculty request this year. The Real Estate department continues to be in need of a full time Real Estate Professor to help grow and market the program in the community. Mesa College is currently ranked #3 in California and #1 in San Diego County and relies on only three adjunct professors to teach most of the Real Estate courses. Our students are not being well-served and a full time professor will change that dramatically.

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.

Due to recently passed legislation in California, AB1495, two courses (Real Estate Practice and Legal Aspects of Real Estate) had to be modified to comply with the new law. The additions were:

1. REAL 120 (Real Estate Practice) – added the following:
a. Student Learning Objective:
15. Describe the impact of implicit, explicit and system bias on consumers.
16. Recognize and describe actionable steps to addressing one's own implicit biases.
b. Outline of Topics section:
XIII. Implicit bias –
A. Implicit bias, explicit bias and systemic bias.
B. Historical and social impacts of those biases.
C. Impact of implicit, explicit, and system bias on consumers.
D. Recognition and actionable steps to address one's own implicit biases.

2. REAL 105 - Legal Aspects of Real Estate - added the following:
a. Student Learning Objective:
11. Describe Fair Housing laws and important exceptions to the laws
b. Outline of Topics section:
V. Federal and State Housing Laws

Summary and Reflection

c. Appropriate Outside Assignments:
Problem-solving exercises dealing with Fair Housing Laws, including role playing as both consumer and real estate professional.

Update for 2023-2024
In March of 2023, we submitted a letter to the California Department of Real Estate informing them of the changes we made to both courses. A few weeks after, we received an email from California's Department of Real Estate informing us that we only needed to make changes to REAL120, not REAL105, so we modified the original letter and sent a revised one in September of 2023. In November, 2023 we received a email/letter from California's Department of Real Estate authorizing the changes and determined that our department was in compliance with the new law.

Update for 2025-2026
N/A

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
Having a full-time Real Estate professor can be a game-changer for students as she/he will be able to support and guide students with their goals of becoming a Real Estate agent and/or broker. Even though the current contract faculty lead for Real Estate has a Real Estate license and experience in commercial Real Estate and business sales, he does not have experience in residential Real Estate; the vast majority of Real Estate students concentrate in residential Real Estate sales which is a completely different field. Students need someone who has experience in this field and can guide them to success. An experienced residential Real Estate agent/broker will teach important courses such as Principles of Real Estate and Real Estate Practice and will use her/his own experience in the field to teach our student important skills to succeed in the field.

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.

As mentioned before, we had a 10% average decline in enrollment since fiscal year 17/18. According to Mesa College's Course Outcomes website, in fiscal year 17/18, we had a total of 1262 students enrolled in the Real Estate courses and in fiscal year 21/22, we only had 794 students enrolled. From fiscal year 17/18 - 18/19, we experienced an 8% decline, from 18/19 – 19/20 we experienced a 16% decline, from 19/20 – 20/21, we experienced a 13% decline and from 20/21 – 21/22 we experienced a 5% decline. Although the Real Estate industry is highly cyclical and its success highly influences the number of students who want to pursue a real estate license, the pandemic was also an important factor. During the past few years, there has been a lot of uncertainty in the markets and a lack of homes available for sale discourages many students from entering the field.

Nonetheless, according to the Chancellor's Office Management Information System, San Diego Mesa College's Real Estate program served about 75% of all Real Estate students in FY20/21 in the San Diego Community College District and 34% from the entire San Diego/Imperial Counties region. It is an important program in San Diego County serving thousands of potential and current Real Estate professionals in the region.

According to Real Estate program data extracted from San Diego Mesa's College's Course Outcomes Dashboard from FY16/17 to FY21/22, we found the following success and retention ratios results:

Summary and Reflection

Overall Campus Success rate: 73.1%
Business & Technology School Success rate: 71.3%
Real Estate Program Success rate: 66%

Course success rates: Online = 65%; On Campus = 71%; Overall: 66%
Course retention rates: Online = 82%; On Campus = 86%; Overall: 85%

Awards by Program from FY15/16 to FY21/22=80 (AS=79, Certificate=1)

Update for 2025-2026

According to the CA Community Colleges' DataVista website, Mesa served 65% of all SDCCD's Real Estate students in FY23/24 and 27% in San Diego/Imperial Counties. City College served 27% of the District and 9% in the region which means we are now probably serving about 85% of students in the District and about 50% in the entire region because City College recently eliminated their Real Estate program. Miramar offers three sections per semester vs. ten at Mesa so we can assume we get the bulk of these students. We are also ranked #3 in enrollment in California behind Saddleback College and Los Angeles Valley College; both have full time Real Estate professors.

Prof. Landeros, contract faculty lead for Real Estate, has limited experience in residential Real Estate, and this area tends to be the most demanded among students. In addition, Prof. Landeros leads the Entrepreneurship program, including the Small Business Virtual Incubator so his time is limited. The department needs someone with more residential experience who can dedicate more time and help grow the program.

The department extracted data from the CA Department of Real Estate a few years ago and cross-referenced students who completed REAL101 and REAL120 in the prior six years, two of the three courses required for the license exam, and noticed that only about 30% of these students had a license; this percentage should be higher and hiring a contract Real Estate professor could increase these numbers dramatically.

	FTES/FTEF	
	Spring	Fall
2020	15.49	17.39
2021	18.15	15.55
2022	17	16
2023	14.8	16.95
2024	13.72	17.3

We currently offer 10 sections per semester and only two are taught by Prof. Landeros, the rest are taught by three adjuncts.

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

According to Real Estate program data extracted from San Diego Mesa's College's Course Outcomes Dashboard from FY16/17 to FY21/22, we found the following equity gap results:

Black/African American population:
Online course success ratio = 48%; On Campus = 50%; Overall: 49%
Retention: Online = 80%; On Campus = 78%; Overall: 80%

Summary and Reflection

Latinx population:
Online course success = 61%; On Campus = 68%; Overall: 62%
Retention: Online = 84%; On Campus = 80%; Overall: 83%

For reference:
Overall Campus Success rate: 73.1%
Business & Technology School Success rate: 71.3%
Real Estate Program Success rate: 66%

Course success rates: Online = 65%; On Campus = 71%; Overall: 66%
Course retention rates: Online = 82%; On Campus = 86%; Overall: 85%

We noticed a significant decrease in success rates in the Black/African American (49%) and Latinx populations (62%) compared to the overall campus success rate at 73.1%.

The Real Estate profession is one of the few careers that can help students accumulate wealth without having to complete a formal degree. It has been a great pathway for populations of color and immigrants to increase their wealth and make a difference for their families.

Update for 2025-2026

According to Real Estate program data extracted from San Diego Mesa's College's Course Outcomes Dashboard from FY19/20 to FY25/26, we found the following equity gap results:

Pacific Islander population:
Course Completion Rate Equity Gap: -4.7%
Course Success Rate Equity Gap:-4.1%

Black/African American population:
Course Completion Rate Equity Gap: -1%
Course Success Rate Equity Gap: -7.6%

Latinx population:
Course Completion Rate Equity Gap: -2.9%
Course Success Rate Equity Gap: -9.4%

We noticed significant equity gaps in the Pacific Islander, Black/African American and Latinx populations. Having a full time Real Estate professor who can dedicate more time to the program, student body and identify ways to close these gaps, is crucial to the success of the program. In addition, the Real Estate profession is one of the few careers that can help students accumulate wealth without having to complete a formal associate or bachelor's degree. It has been a great pathway for BIPOC, low-to-moderate income and immigrant communities to increase their wealth and make a difference for their families and generations to come.

Related Documents for Charts and Graphs

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

In collaboration with all the Real Estate faculty, we reviewed and discussed program learning outcomes a few years ago to make sure students are meeting these outcomes.

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.

Due to the pandemic, it has been challenging to do community outreach and promote the program outside the college. However, in 2020 we organized a real estate panel where four professionals in various fields (residential and commercial Real Estate, business sales and property management) discussed trends, careers and success stories in the industry. In addition, we organized a Latinx event in 2020 where we invited a successful Latino Real Estate broker to discuss his career. By doing these types of events, along with other promotional communications around campus, we attract more students into the program.

Update 2025-2026
We try to promote the program around campus on a regular basis, but not with high schools or the community in general. We need a full time faculty member who could dedicate time to establish relationships in the community and grow the program.

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

As mentioned before, the Real Estate industry is highly volatile and government actions, such as the most recent increase in interest rates, affordable housing initiatives etc. highly affect our enrollment. When Real Estate sales decline, due to the negative effects of some of these measures, students are less likely to pursue a career in Real Estate.

Update 2025-2026
The Real Estate industry is stagnant right now due to a high interest environment. However, interest rates have declined in recent months and another rate decline is expected in December 2025, which could bring mortgage rates down to the high 5's. Once interest rates are back in the 5's, a lot of people will begin to purchase or seek pre-approvals with banks which will ultimately increase demand. When we see an increase in Real Estate demand, we see a spike in Real Estate students who are interested in entering the industry.

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.
n/a

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

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

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
n/a

Summary and Reflection

YEAR 3 Updates (2024 - 2025)

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

n/a

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

n/a

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

n/a

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

n/a

YEAR 4 Updates (2025 - 2026)

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

Our request to convert the approved business administration assistant professor position to a real estate position was denied so we are submitting a new faculty request this year. The Real Estate department continues to be in need of a full time Real Estate Professor to help grow and market the program in the community. Mesa College is currently ranked #3 in California and #1 in San Diego County and relies on only three adjunct professors to teach most of the Real Estate courses. Our students are not being well-served and a full time professor will change that dramatically.

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

According to the CA Community Colleges' DataVista website, Mesa served 65% of all SDCCD's Real Estate students in FY23/24 and 27% in San Diego/Imperial Counties. City College served 27% of the District and 9% in the region which means we are now probably serving about 85% of students in the District and about 50% in the entire region because City College recently eliminated their Real Estate program. Miramar offers three sections per semester vs. ten at Mesa so we can assume we get the bulk of these students. We are also ranked #3 in enrollment in California behind Saddleback College and Los Angeles Valley College; both have full time Real Estate professors.

Prof. Landeros, contract faculty lead for Real Estate, has limited experience in residential Real Estate, and this area tends to be the most demanded among students. In addition, Prof. Landeros leads the Entrepreneurship program, including the Small Business Virtual Incubator so his time is limited. The department needs someone with more residential experience who can dedicate more time and help grow the program.

The department extracted data from the CA Department of Real Estate a few years ago and cross-referenced students who completed REAL101 and REAL120 in the prior six years, two of the three courses required for the license exam, and noticed that only about 30% of these students had a license; this percentage should be higher and hiring a contract Real Estate professor could increase these numbers dramatically.

	FTES/FTEF	
	Spring	Fall
2020	15.49	17.39
2021	18.15	15.55
2022	17	16
2023	14.8	16.95
2024	13.72	17.3

We currently offer 10 sections per semester and only two are taught by Prof. Landeros, the rest are taught by three adjuncts.

Summary and Reflection

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

All classes have been assessed. However, the Real Estate committee has not met in a long time, but once we hire a full time professor we can restart this committee and discuss strategy.

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

The Real Estate industry is stagnant right now due to a high interest environment. However, interest rates have declined in recent months and another rate decline is expected in December 2025, which could bring mortgage rates down to the high 5's. Once interest rates are back in the 5's, a lot of people will begin to purchase or seek pre-approvals with banks which will ultimately increase demand. When we see an increase in Real Estate demand, we see a spike in Real Estate students who are interested in entering the industry.

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: New Contract Faculty Lead

Unit Goal: Goal 1: Hire a contract faculty to lead the program by FY25-26

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2026 - 2027

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 (✓)
- **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 (✓)

Unit Goals, Action Plans, and Updates

- **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 (✓)
- **Stewardship - Objective 1:** In collaboration with students, develop a climate action plan aligned with state and city goals that includes a timeline to reduce Mesa College's carbon footprint, focuses on climate literacy and student action, and mitigates Mesa's impact on climate change (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)
- **Stewardship - Objective 3:** Increase student access and schedule efficiency by coordinating schedules among departments/disciplines (✓)
- **Stewardship - Objective 5:** Increase campus understanding, communication of and transparency in budget and resource allocation (✓)
- **Stewardship - Objective 6:** Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** 1. Submit a Resource Request to the hiring committee and hire a new contract faculty. 2. If approved, promote the position in the Real Estate community. **Action Plan Cycle:** 2025 - 2026	**Submission Date**: 11/19/2025 **Action Plan Update**: The request to convert the approved business administration assistant professor position to a real estate position was denied so we are requesting a new faculty/resource request. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered **Submission Date**: 01/30/2025 **Action Plan Update**: Updates as of 01/30/2025 We submitted a request to hire a contract real estate faculty member but our request was not approved/selected. However, our business department submitted a separate request to hire a business faculty member and this request was approved/selected. In 2023 and 2024, we promoted the business faculty position and interviewed candidates in two separate rounds but we were unsuccessful in finding the right candidate. We wanted to hire someone with a real estate background so they could also teach real estate courses and potentially manage the program. Our Dean, per the hiring committee's recommendation, requested an exception from our Vice President of Instruction and Mesa College's President to replace the business hiring request with a new real estate faculty member request and this is pending approval. If approved, we plan to promote and accept applications for a real estate faculty contract position in 2025. **Update Year**: 2024 - 2025

Unit Goals, Action Plans, and Updates

Action Plans	Updates
	Action Plan Progress: On Track **Submission Date**: 11/21/2023 **Action Plan Update**: Hiring a Business Professor to take over the Real Estate department was approved by the College and we are currently interviewing potential candidates. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Goal 2: Increase promotional Efforts

Unit Goal: Goal 2: Increase promotional efforts starting in Spring 2026.

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2026 - 2027

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **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 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 (✓)
- **Stewardship - Objective 5:** Increase campus understanding, communication of and transparency in budget and resource allocation (✓)

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 11/19/2025 **Action Plan Update**: We have promoted the program through social media and around the campus, but have not reached out to the community and/or high schools in the area to promote the program as a whole. The lack of a full time Real Estate professor affects our communication efforts in the community.

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: 1. Coordinate with Mesa College's Communications department to design and implement a continuing promotional campaign to advertise the program around campus and the community. **Action Plan Cycle:** 2026 - 2027, 2025 - 2026, 2024 - 2025, 2023 - 2024	**Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered **Submission Date**: 01/30/2025 **Action Plan Update**: Prof. Eduardo Landeros currently manages both the real estate and the entrepreneurship programs. Under the entrepreneurship program, a new business incubator was introduced on campus in 2023 and Prof. Landeros has been busy managing and promoting this new program. Now that the program is up and running, he will dedicate more time in the real estate program and coordinate with our communications department to develop and start a new advertising campaign. Also, because of the same reasons, the real estate committee has not met in a long time to discuss the market and obtain industry feedback. However, we recently hired a new adjunct real estate faculty member, Rafael Perez, and Prof. Landeros plans to work with Prof. Perez to coordinate another meeting n 2025. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 02/05/2024 **Action Plan Update**: Promotional efforts were put on hold as we are currently interviewing and evaluating potential faculty members to take over the Real Estate program. We plan to resume after we have made a selection. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track

Goal 3: Increase Community Outreach

Unit Goal: Goal 3: Increase outreach in the Real Estate community and with K-12 institutions as soon as we hire a new contract faculty for Real Estate

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2026 - 2027

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **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 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **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 (✓)
- **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:** 1. Coordinate with Mesa College's Outreach and Community Relations department to design a strategy and outreach to local High Schools and Real Estate firms and organizations. **Action Plan Cycle:** 2026 - 2027, 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/19/2025 **Action Plan Update**: Since our request to convert the business administration assistant professor position to a real estate position was denied, we are starting over and requesting a new faculty for the department. If selected, we will promote the position in hopes of hiring a new full time professor, in Spring or Fall 2026, who can manage these activities and increase the department's community outreach efforts. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered **Submission Date**: 01/30/2025 **Action Plan Update**: Promotional efforts were put on hold as we were hiring a new business faculty member. But since we did not hire anyone and our request to hire a new contract real estate faculty member was submitted and pending approval. If approved, the new faculty member most likely will take over these tasks and the Real Estate program. However, in the meantime Prof. Landeros will coordinate with the communications department to design and begin a new advertising campaign to promote the real estate program. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 02/05/2024 **Action Plan Update**: Promotional efforts were put on hold as we are currently interviewing and evaluating potential faculty members to take over the Real Estate program. We plan to resume after we have made a selection. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track