SAN DIEGO MESA COLLEGE

Program Review

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

Leadership - Dean, Health Sciences and Public Service Office

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Successes:
Many of the programs in allied health boast high retention rates and job placements in field of study. The healthcare field overall has steady growth of upwards of 15% for careers that pay a livable wage. Some highlights:
- MEDA student success rates increased over the past year from 87% to 94% in 2021-2022
- Integrated technology to improve student learning and develop critical thinking necessary for employment in a healthcare setting (PhysioU, ICE Videos, electronic documentation).
- Positive legislation guaranteeing the permanence of existing Baccalaureate degrees at the California Community Colleges. Our industry partners, alumni, students, administrators all contributed to providing necessary information to allow this to be a permanent degree offering.
- DENA has gone low-cost or no-costs for textbooks
- Opening of the Health and Wellness Community Clinic
- Increased AS degrees from 131 to 173 year over year
- Increased BS degrees from 28 to 34 year over year

Challenges:
Tina Recalde, who previously served as the Dean of HSPS, has relocated to a different role, creating a vacancy for both a new Dean and an acting Dean. The full-time position is currently open and needs to be filled.

With a focus on cohort-based retention, programs should aim to enroll more students than needed, anticipating that some attrition will occur over time.

Our accrediting body has identified specific facility improvements that must be made to maintain the program's good standing.

Additional resources are needed to expand the hours of operation for the Health and Wellness clinic.

Limited FTEF to increase or expand programming

NDTE has been placed on hold pending a curriculum over review and potential updates

Funding is decreasing from several grants that have supported HSPS initiatives in the past

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.
- Community Clinic for dental has given the students and the neighboring community the opportunity for no cost dental services that included full mouth X-rays, coronal polishing, pit and fissure sealants. For both PTA we have been able to assist both students and underinsured members of the community.
- Added RADT 70 (orientation to Xray Equipment) prior to starting rotations
- May 2020 Vet tech program became AVMA accredited
- Healthcare 401 upper division comm class added to HIMS
- NUTR piloted 4 week courses for 150 and 153 with positive results (2022-2023). Classes average a fill rate of 98-100%, 84% pass rate (compared to a 75% pass rate for 8 week classes) and 90% retention.
- PTA wrote and submitted a PTA BS degree that has been approved pending CSU approval for students

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
- Fall 2022 VTAH hired a FT faculty for the program, this will help us make needed curriculum updates in 23-24
- No director for NDTE, currently only adjunct faculty are teaching in the program

Summary and Reflection

- Increased staffing and support in the community clinic (this will also allow us to expand DENA and PTA program), we need additional student hours to reduce time in clinical rotations
- Hired a FT faculty for AMSL/Interpreting to expand and grow the interpreting program.

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.
In terms of labor market analysis, healthcare is projected to add more jobs than any other industry between 2019 and 2029. Specifically, healthcare will add roughly 2.4 million new jobs during this period, representing a 15% increase in employment. Many of the programs in allied health boast high retention rates and job placements in field of study (of 100%). The majority of Mesa's allied health programs, upon graduation, offer a livable wage in the career trained for.

Overall awards for HSPS have increased by 42% year over year, primarily in our AS awards.

Figure 1 Link: https://platform.nuventive.com/viewDocument/xXUdX1P98VXd/Figure 1. Awards by Academic Year.docx

Child Devlopment has new regulations with regard to PK-3 credentialing that will increase labor market demand for child development (In process now)

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)
Our students have to deal with financial instability to achieve financial stability. This directly impacts students academically.
We still have equity gaps in many of our programs though we are working to reduce them. The 2 largest being underrepresented students in the 18-24 range (-28.6%) and males (-22.90%). Individual programs are also making an effort to close equity gaps. In Nutrition, the equity gap for African American students in spring 2021 was negative 12% and dropped to negative 9.2% in spring 2022. In 2022, this group of 121 students had a retention rate of 83.5% and success rate of 62.8%. Among Latin X students, there was a negative 6.2% in spring 2021 which dropped to negative 4.9% in fall 2021. In 2022, our group of 598 students had no equity gap and instead scored a positive 9.8%.

Figure 2 Link: https://platform.nuventive.com/viewDocument/LDhWvDOTd37Y/Figure 2. Awards Dashboard Image.docx

Related Documents for Charts and Graphs
Figure 1. Awards by Academic Year.docx;
Figure 2. Awards Dashboard Image.docx

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

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.
Faculty taking advantage of MOST cohorts and coaching to close equity gaps for online courses through course redesign. Two faculty will be part of the humanize community of practice in the summer and be reporting back in our HSPS leadership meetings for further actionable ideas for the group.
- Nutrition re-design to shorter stackable courses. The model should be reviewed to determine if we could utilize the design in other programs throughout HSPS.

What other factors (internal or external) might also impact the above data trends and equity gaps?
- There are several legislative changes occurring in Child development that will impact curriculum design with CAP 8 and Universal TK. Alignment will allow students to have more access and shorten the time necessary to receive certification and/or their AA.
- Students continue to prefer online classes in may areas regardless of other pedagogical approaches they may benefit from. When City and Miramar are offering the same class online, it is hard for us not to do the same.

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.

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.

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

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.

Summary and Reflection

YEAR 4 Updates (2025 - 2026)

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

The HSPS school has sustained workforce alignment and strong employment outcomes
HSPS programs continue to demonstrate strong alignment with regional labor market demand, with multiple programs reporting employer satisfaction, high certification pass rates, and direct-to-employment pipelines in healthcare, education, and public service fields. We have incorporated the ongoing ability to assist students in paying for testing fees necessary to become licensed in the state of California. Early data suggests that more students are taking and passing some the state testing.
Programs such as PTA, Phlebotomy, and MEDA reported improved completion and licensure outcomes, with graduation and pass rates returning to or exceeding pre-pandemic benchmarks.
HSPS programs collectively serve a highly diverse student population, with many programs enrolling majority Latinx students, significant Black/African American representation, high proportions of adult learners, and strong participation by first-generation college students—directly advancing Mesa College equity goals.
Moving into 2026 and 2027 we will have onsite accreditation reviews for PTA, HIMS, HEIT and DENA. This will be a major focus for the school as these are vital to the programs.

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

Dual Enrollment/Transfer Pipeline

Unit Goal: Creating CCAP and partnership agreements with 3 –5 new schools in the San Diego County to support our dual enrollment/transfer pipeline.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **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 (✓)

Action Plans	Updates
Action Plan Status: Active	

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: Goal 1: Creating CCAP and partnership agreements with 3 –5 new schools in the San Diego County to support our noncredit/ dual enrollment/transfer pipeline. Actions: 1. Work with NUTR on articulation to SDSU for transfer students in the major (transfer pathway). 2. Work with faculty to develop 3-5 articulation/CCAP agreements for appropriate pathways. 3. Speak at 1-2 engagements focused on building these relationships. 4. Continue to build partnerships with noncredit through NCAL a. Host district wide health discipline meeting b. Participate in child development district discipline meeting 5. Collaborate with area discipline deans on scheduling practices for our areas to see how we can streamline offerings and build a more comprehensive schedule district wide. Areas to resolve: a. Child Development b. Nutrition **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	

HSPS Equity Audit

Unit Goal: HSPS Equity Audit; collaborative effort between all programs that will help us examine our policies, procedures and practices to identify any potential biases, barrier that may disproportionately impact certain groups

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:

- **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 (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Goal 2: HSPS Equity Audit; collaborative effort between all programs that will help us examine our policies, procedures and practices to identify any potential biases, barrier that may disproportionately impact certain groups. Actions: 1. Host meeting to work with faculty on reviewing and equitizing syallbi for fall. 2. Implement monthly open meetings with faculty to continue and expand on these discussions. 3. Monthly engagement of faculty in conversations surrounding our practices and policies. 4. Take findings from audit and turn into actionable list for programs to implement. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	

Increase Efficiencies within Deans' Office

Unit Goal: Develop internal processes to increase efficiencies within Deans' office, especially the utilization of teams.

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. (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Goal 3: Develop internal processes to increase efficiencies within Deans' office, especially the utilization of teams. Actions: 1. Move and recreate items that can be electronic to teams (forms, etc). 2. Encourage the use of teams over email whenever possible. 3. Deans office will cross train individuals and develop tools that will increase efficiencies for team. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	

Expand the Health and Wellness Community Clinic

Unit Goal: Expand the Health and Wellness Community Clinic to both increase the number of patient and the number of students.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026, 2024 - 2025, 2023 - 2024

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce

training to prepare students for future careers (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Goal 4: Expand the Health and Wellness Community Clinic to both increase the number of patients and the number of students. Actions: 1. Find alternative funding opportunities for both staffing and development of clinic. 2. Collaborate with Mesa's health center and faculty for additional potential pathways offered in clinic. 3. Work with key stakeholders to develop plan for building/program that would increase capacity for both community and students. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	

Allied Health Application Admission Process

Unit Goal: Review and make recommendations to update application and admission process for allied health to increase student retention and impact.

Goal Status: Active

Beginning Year: 2023 - 2024

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 (✓)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)