

2022-23 Program Review Template

Directions for Lead Writers: Please use this template to complete your Unit’s Program Review for this cycle. Instructions for submitting your completed template at the end of the spring semester will be provided in a few weeks. Click [here](#) to view our Glossary of Terms.

Other Resources:

[Program Review Handbook](#)

[Acronym Dictionary](#)

[Resource Link Library](#)

DEI Discussions: as part of your reflection with your unit, a workgroup has developed a Diversity, Equity, Inclusion, and Accessibility Discussion Guide. Please use this in your unit-level discussions as we move toward becoming more diverse, equitable, inclusive, and accessible through intentional and ongoing campus-wide reflections and revisions of policies and practices.

View the guide [here](#). Have reflections or feedback to share? Click [here](#).

<i>Program Information & Executive Summary</i>		
Prompt	Guidance	Program Response
Describe the successes and challenges your unit has faced since the last comprehensive review.		<p>Successes: We are very fortunate with high student retention rates and 100% job placement.</p> <p>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.</p> <p>Another challenge is no college budget to upgrade or replace outdated x-ray equipment.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</p>

		<p>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.</p>
<p>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.</p>	Optional	<p>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.</p>
<p>If applicable, describe the impact of any new resources (human, fiscal, etc.) on the unit and/or action plan implementation.</p>	Optional	<p>I have 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.</p> <p>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.</p>
<p>Please confirm that the department has reviewed the Course Learning Outcomes</p>	Select One	<p><input checked="" type="checkbox"/> Reviewed and accurate No changes needed</p> <p><input type="checkbox"/> Reviewed not accurate, update in progress</p> <p><input type="checkbox"/> Reviewed not accurate, need support</p>

listed in CurricuNet for each course and verify accuracy.		
Data Reflection		
Prompt	Guidance	Program Response
Describe the trends you see in your program/service area's data.	Instructional Data you may consider: enrollment trends, course & program learning outcomes, Institutional Learning Outcomes, course success and retention rates, degree completion, transfer, employment, labor market analysis, other data relevant to your unit's work	Two things I notice in the data: First, we have seen a drop in 1 st 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.
	Service/Admin Area Data you may consider - service usage, service access, demand for services, student service/administrative unit outcomes, types of services offered and used, headcount of services usage, trends in reason for service use, other data relevant to your unit's work	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 you see in these data. Are there differences and/or patterns observed by demographics (e.g. race/ethnicity, gender, age, etc.)?	Equity gaps refer to disparities in educational outcomes and student success metrics across race/ethnicity, socioeconomic status, gender, and other demographic traits and intersectionalities.	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.
Describe the discussion(s) that took place about the unit's learning outcomes assessment	Department Outcomes Coordinators (DOCs) facilitate a department wide discussion on learning outcomes data each year during "Outcomes	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

data.	Across Campus". DOC's may helpful in supporting this section.	<p>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.</p> <p>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.</p> <p>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.</p>
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Practice Reflection

Prompt	Guidance	Program Response
Describe current practices your unit has engaged in that you believe impact the above data trends and equity gaps.	Items to consider: new actions specifically focused on issues of equity, major curricular changes, professional learning, policy or process changes, data-informed unit dialogue, community outreach.	<p>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.</p> <p>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.</p>
What other factors (internal or external) might also impact the above data trends and equity gaps?	Items to consider: legislative changes, fiscal changes, staffing changes, recruitment, hiring, and retention practices.	<p>Financial Aid legislative changes could have a major impact in reducing educational costs for students changing careers.</p> <p>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.</p>

Unit Goals and Action Plans		
Prompt	Guidance	Program Response
Unit Goals	Goals should connect to Data and Practice Reflections. Goals should be Specific, Measurable, Attainable, Relevant, and Time-bound.	<p>Goal 1: Ensure every student completes a FAFSA application.</p> <p>Goal 2: Create a Sponsorship Program for CTE students</p> <p>Goal 3: Replace the Demo Mammography Unit with a Digital Unit</p> <p>Goal 4: Complete BS Application for Rad Tech program</p>
Mesa2030 Roadmap Strategic Objective (SO) Alignment	Review Mesa2030 and the Roadmap to Mesa2030 , only link to SO's that your goal clearly and intentionally is meant to contribute to, each goal should link to 1 or more SOs	<p>Goal 1: Not sure how this can map to Mesa2030.</p> <p>SO:</p> <p>SO:</p> <p>Goal 2: "Mesa College will institutionalize (or Mesa-nize) practices that clarify pathways to timely completion for students, with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups."</p> <p>SO: Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes.</p> <p>SO: Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity</p> <p>Goal 3: Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.</p> <p>SO: Increase opportunities to be an asset and resource to the external community.</p> <p>Goal 4: Mesa College will institutionalize (or Mesa-nize) practices that clarify pathways to timely completion for students, with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups</p> <p>SO: Develop pathways that provide students with clarity about degree, certificate, and transfer requirements.</p> <p>SO: Develop cross-functional teams that support student success and include integrated career and transfer counseling.</p>

<p>Identify specific actions your program/service area will engage in to accomplish this goal.</p>	<p>Examples may include: policy or practice changes; unit initiatives, curricular changes, etc.</p>	<p>Goal 1: Ensure every student completes a FAFSA application</p> <ol style="list-style-type: none"> 1. Schedule Financial Aid Workshops during first summer semester orientation course. 2. Meet with students individually to discuss financial aid options <p>Goal 2: Create a Sponsorship Program for Allied Health students</p> <ol style="list-style-type: none"> 1. Begin dialogue in CTE to create a Sponsorship Program for Allied Health students in their 2nd year of the program. 2. Develop an AH workgroup/taskforce to outline program scope 3. Develop a financial action plan to support funding new program <p>Goal 3: Replace old Mammography Unit with new digital unit.</p> <ol style="list-style-type: none"> 1. Apply for Perkins to remove old x-ray unit and upgrade space for new digital x-ray mammography unit. <p>Goal 4: Complete BS Application for Rad Tech program</p> <ol style="list-style-type: none"> 1. Complete the application process 2. Work with my college administration to develop curriculum
<p>Does this Action Plan require resources</p>	<p>if yes, complete resource request form</p>	<p><input checked="" type="checkbox"/> Yes Perkins Request <input type="checkbox"/> No</p>

Lead Writer and Manager Information	
Lead writer Name(s)	Kimberly Mills
Name of Program/Unit	Radiologic Technology
Manager Name	Cassandra Storey
Submission Date of Program Review Draft to Manager for feedback	2/13/2023
Submission Date of Program Review Final Draft to Office of Institutional Effectiveness	5/16/2023

