Division: Applied Technology and Business

Name of Program/Area and Contributors

11 Responses

Program/Area Name	Name(s) of the person or people who contributed to this review:	Which PAR Template did you fill out?
Administration of Justice	Cheryl Mackey, Drennon Lindsey	Academic Services
Automotive Technology	Erich Bass-Werner, Kurt Shadbolt, Jim Baum	Academic Services
Business	Dmitriy Kalyagin, Miguel Colon, Norberto Ruiz, Melissa Patterson, Wanda Wong, Catherine Pinkas, Jaswinder Bhangal	Academic Services
Computer Application Systems	Mon Khat	Academic Services
Electronic Systems Technology	jason correa	Academic Services
Entrepreneurship	Miguel Colon, Allan Graves, and Kathrina Miranda	Academic Services
Industrial Technology	Dave Vetrano	Academic Services
Machine Tool Technology	Adam Hathaway and Chris March	Academic Services
Paralegal Studies	Cheryl Mackey	Academic Services
Real Estate	Jay Mumford	Academic Services
Welding	Liisa Pine Schoonmaker	Academic Services

Responses on Student Learning Outcomes for Programs in Your Division

Explanations for programs who have not completed SLO assessments in the five-year assessment cycle:

11 Responses

Program/Area Name	If any courses in your program/discipline have not completed SLO assessments in the five-year assessment cycle, please explain why.
Administration of Justice	Need to clarify why ADMJ 40, 41, 42 and 70 read as "not offered" (they are);ADMJ 55 was assessed but reads as "currently being deactivated" - trying to determine where the error lies.
Automotive Technology	All SLO assessments are complete.
Business	Business discipline has always been ahead of the curve in terms of completion of SLO assessment for each of our courses. Only two courses that are showing up in our report as needing assessment are Bus 95/96 which are work experience courses and they are cross listed with Work Experience.
Computer Application Systems	SLO Assessments have been complete for the course levels.
Electronic Systems Technology	We are up to date.
Entrepreneurship	The SLOs for ENTR have been updated in the past 5-years.
Industrial Technology	N/A

Machine Tool Technology	N/A
Paralegal Studies	The certificate and courses became available in 2020; some courses have already been assessed and the remaining courses will be assessed before the end of the 5-year cycle.
Real Estate	N/A
Welding	N/A

Responses on Program Learning Outcomes for Programs in Your Division

Explanation for programs who have not completed PLO assessments in the five-year assessment cycle:

11 Responses

Program/Area Name	If your program/discipline has not completed PLO assessments in the five-year assessment cycle, please explain why.
Administration of Justice	Completed, with the exception of two new certificates that we have recently begun offering. The PLO assessments for these two new certificates will be completed in the 5-year cycle.
Automotive Technology	All PLO assessments are complete.
Business	Again all PLOs have been assessed and two that are not done are brand new programs - Enrolled Agent exam prep and Tax Preparer
Computer Application Systems	PLO Assessments have been competed for the program level.
Electronic Systems Technology	We are up to date.

Entrepreneurship	PLO assessments have been completed.
Industrial Technology	N/A
Machine Tool Technology	N/A
Paralegal Studies	Completed.
Real Estate	N/A
Welding	N/A

Responses on Institutional Supports and Barriers

Regarding Your Program or Area

What institutional-level **supports or practices** were particularly helpful to **your program or area** in reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?

11 Responses

Program/Area Name	What institutional-level supports or practices were particularly helpful to your program or area in reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?
Administration of Justice	The data provided regarding our programs, courses, and students (enrollment numbers, success rates, etc) is extremely helpful. The work and support provided by the OER team has also been instrumental in helping our students have access to free textbooks and is greatly appreciated.
Automotive Technology	Access to budget planning and resource allocation was helpful, and the department Dean provided a more substantial lead.

Business	OAC team is always available and responsive to faculty members and that is certainly helpful. Our full time faculty is committed to each other and to complete the tasks and goals.
Computer Application Systems	Funding for virtualization have helped in the program. Equipment in the information technology space can be to costly to purchase and train students on. Paying for virtualization access is pricey but much cheaper than purchasing the hardware that would be required to teach students instead.
Electronic Systems Technology	Nothing stands out at this time.
Entrepreneurship	OAC team is always available and responsive to faculty members and that is certainly helpful. The ENTR part-time are committed to each other and the ENTR program.
Industrial Technology	Consistency
Machine Tool Technology	The CTE committee and the Perkins and Strong Workforce funding helped to provide support for the publicity operation.
Paralegal Studies	The data provided regarding our programs, courses, and students is extremely helpful. The work and support provided by the OER team has also been instrumental in helping our students have access to free textbooks and is greatly appreciated.
Real Estate	The institutional level support of general recruiting of students in all age groups and all baseline educational levels to introduce them to the Chabot campus and build future student awareness. This is awesome because it can be impactful for first time college students recently graduating high school, or the parents of those students that may be returning to college to complete previous program work or pursue an entirely new area. I have had multi-generational family students go through the real estate program with exciting results.
Welding	Awareness and support of the necessity to keep the program up to date and relevant to Industry. The commitment to the community to provide access to cutting edge equipment and programming. Communication and creativity about funding sources and options.

What institutional-level **barriers or challenges** prevented or hindered **your program or area** from reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?

11 Responses

Program/Area Name	What institutional-level barriers or challenges prevented or hindered your program or area from reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?
Administration of Justice	Lack of staffing. With our new tenure-track ADMJ faculty member beginning this fall, we look forward to meeting our goals and creating new ones. We also need more generalized student-centered programs for students seeking support and somewhere to belong. We have encountered a considerable number of students who may not be first-generation, meet the requirements/parameters for CalWorks, GSP, and other special programs who feel lost at the College. Many of these students have found a home in the Law & Justice Club, but with limited resources it is challenging to provide the level of support they need.
Automotive Technology	None
Business	SLO and PLO platforms are constantly changing, evolving and that makes it harder for adjunct faculty to be able to keep up with the completion. In our discipline, full time faculty takes the burden of helping adjunct faculty in getting it done but it is a challenge.
Computer Application Systems	Currently additional allotment of FTE would be beneficial in helping students to complete the courses as they would have more options to take the courses. Currently enrollment is high per section but some of the advanced courses are not able to run due to cancellation low enrolled advanced courses.
Electronic Systems Technology	We have not noticed any barriers at this time.
Entrepreneurship	SLO and PLO platforms are constantly changing, evolving and that makes it harder for adjunct faculty to be able to keep up with the completion. In our discipline, we have one .4% full time faculty responsible for the entire burden of supporting the adjunct faculty.
Industrial Technology	Lack of support to rehire FT instructor in Electronics

Machine Tool Technology	Funding and informed input is difficult to get and to utilize quickly. We feel the money for the publicity operation was poorly spent for ad purchases that were ill suited to generate enrollment.
Paralegal Studies	Lack of staffing. We do not have a dedicated full-time faculty member assigned to PLGL. We also need a dedicated Person in A&R for Public Safety.
Real Estate	The most recent institutional level barrier I have observed is the fulfillment of textbooks promptly at the beginning of the semester. The textbooks for real estate are readily available from the publisher but for an unknown reason the bookstore fulfillment is at times "out of stock" or delayed in delivering the textbooks.
Welding	Our program is growing rapidly and turning away prospective and continuing students. FTEF regulations have prevented us from providing an additional lab session during the week. Revisiting options may provide a solution.

Regarding Students in Reaching their Educational Goals

From your vantage point, what does Chabot do that is particularly **helpful to students** in reaching their educational milestones and/or goals? (i.e., what does Chabot do for students that we should **keep doing**?)

11 Responses

Program/Area Name	From your vantage point, what does Chabot do that is particularly helpful to students in reaching their educational milestones and/or goals? (i.e., what does Chabot do for students that we should keep doing?)
Administration of Justice	Chabot counseling (Heather Oshiro) provides excellent counseling services, and we need to give her more support! Also the information and support from our OER Team has been extremely beneficial in helping students reach their goals.
Automotive Technology	Chabot has an ample collection of programs that help students in many areas. These programs are fundamental for our students' success.
Business	Services for students - Puente, Rise, DSRC, Tutoring, Food pantry

Computer Application Systems	Chabot is nurturing and does well in the wraparound services that i see taking place.
Electronic Systems Technology	The counseling department is very helpful in guiding the students scheduling so that they can archive their goals of getting their course the student needs to complete.
Entrepreneurship	Financial aid, counseling, and special services.
Industrial Technology	Program mapping has helped with visibility for our program
Machine Tool Technology	Chabot spends a lot of energy on the special programs that help student persist and transfer.
Paralegal Studies	Chabot counseling (Heather Oshiro) provides excellent counseling services, and we need to give her more support! Also the information and support for OER has been extremely beneficial in helping students reach their goals.
Real Estate	I have observed that Chabot consistently engages the community at large through various avenues. This could be introducing younger students to campus, reaching out to high school students, athletic events that bring potential students from outside out immediate area to campus as well as their family member. Chabot should continue to do this and look for more ways to bring the community at large to campus.
Welding	Recognizing and supporting their off-campus needs, including food insecurity, housing, transportation and childcare. Encouraging and inspiring socialization between students, whether through formal programs and clubs or through spaces oriented towards gathering and conversation. An atmosphere of camaraderie, ambition, and belonging.

From your vantage point, what does Chabot do or NOT do that is a **hindrance to students** in reaching their educational milestones and/or goals? (i.e., what does Chabot do that we should **stop doing or change** to better support our students?)
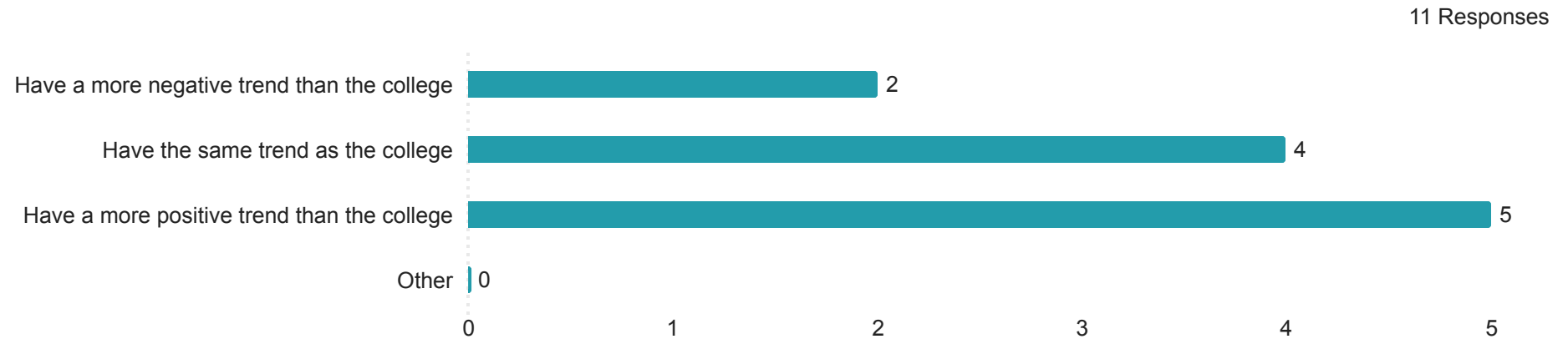
Program/Area Name	From your vantage point, what does Chabot do or NOT do that is a hindrance to students in reaching their educational milestones and/or goals? (i.e., what does Chabot do that we should stop doing or change to better support our students?)
Administration of Justice	The College needs to address the use of Artificial Intelligence for both students and faculty. There needs to be a huge push to both support faculty and to educate students on how and when to appropriately use it. Otherwise we will continue to see a decline in student success rate and the quality of their work. We also need better marketing. Too many people in the community are unaware that we offer specialized certificates, including in Leadership, Paralegal Studies and Law Enforcement.
Automotive Technology	There is a lack of a bookstore where students can obtain supplies and materials to help them in class.
Business	Registration process for admission is not user friendly. Class-Web needs to be changed. the way we present the schedule, how we designate class modalities, labs, and starting dates are all very cumbersome and confusing to students and staff. Additionally, Chabot mus come up with the process of awarding certificates/degrees without students' requests. If a student completes the requirement, the diploma should be awarded automatically.
Computer Application Systems	Chabot needs to make the course substitutions process easier especially for G.E.'s. I have a lot of students who are returning after receiving a baccalaureate degree but can't graduate due to equivalency and substitution issues. If this was streamlined and made easier I would be able to graduate a lot more students.
Electronic Systems Technology	From my vantage point nothing really stands out at this time. All the students seem to be getting all the help they need to stay on track, and the departments seem to be running smoothly.
Entrepreneurship	There has been a notable decline in White students in my classes and on campus. I am concerned our Equity focused efforts and White Supremacy rhetoric have created a hostile environment for our White students.

Industrial Technology	Insufficient class offerings are a barrier to enrollment and completion
Machine Tool Technology	Chabot over focuses on special programs and students who aim to transfer to a 4 year college. Data shows that students are becoming cost conscious when it comes to their education, and more realistic about their educational goals. Trades education is on the rise in the United States and Chabot should spend some of its energy to capitalize on this developing trend by placing CTE programs in the forefront of its promotions and advertising. CTE courses are also more valuable to Chabot as a source of SCFF funding which could help to close the gap after hold harmless expires.
Paralegal Studies	The College needs to address the use of Artificial Intelligence for both students and faculty. There needs to be a huge push to both support faculty and to educate students on how and when to appropriately use it. Otherwise we will continue to see a decline in student success rate and the quality of their work. We also need better marketing. Too many people in the community are unaware that Chabot offers a Paralegal Studies certificate.
Real Estate	I have not observed any glaringly obvious hindrances to students. I think in general the processes should be streamlined as much as possible to make the "hassle" factor to enrolling and participating as a student as low as possible.
Welding	IN PERSON INSTRUCTION IN THE OPERATION AND MANAGEMENT OF THE LMS SYSTEM, (CANVAS). Hybrid and online courses have made it convenient for many more students to access education, but the quality of that education suffers greatly when they don't understand the delivery system or its assessment expectations. Faculty are in a poor position to communicate and teach this in addition to their subjects.

Responses on Academic Programs/Disciplines Data

FTES (Full-Time Equivalent Students) and Enrollment

Compared to the college, did your program:

11 Responses

Please provide a brief explanation that would help the college understand these trends in your program (e.g., tangible reasons for the increase or decrease).

11 Responses

Program/Area Name	Please provide a brief explanation that would help the college understand these trends in your program.
Administration of Justice	ADMJ has a slightly more positive trend than the College as a whole – for example the College WSCH/FTES term average was 448.91, while ADMJ was 559.26. Factors that may impact this include the Sheriff's Academy and the fact that ADMJ is a CE program and students are continuously pursuing certificates/degrees that lead to careers/jobs.

Automotive Technology	Our program is experiencing increased recognition in our community and surrounding areas. This attracts more graduate students from HS, industry technicians who want to enhance their skills, and students from other technical schools in the Bay Area. We have larger classes and waitlists and have increased course sections to meet the demand. This trend can also be observed in the tables on the Institutional Research page.
Business	N/A
Computer Application Systems	The programed slightly increased per section but that was due to cut in offerings. The number fell but efficient in the courses went up.
Electronic Systems Technology	The ESYS program is seeing companies such as Bart, MUNI, and Columbus Meats send their employees to Chabot for technical training.
Entrepreneur ship	Enrollment fraud has been a huge problem. The ENTR classes have historically raised initial class caps to 55 with the goal of 35 succeeding. The high rate of fraudulent enrollment has prevented serious students from enrolling, thereby impacting our success rates.
Industrial Technology	INDT Enrollment has followed the college trend overall
Machine Tool Technology	From talking to MTT instructors from other programs (Lanely, DeAnza), we believe that students are looking for education in programs that lead more directly to earning a living wage in the Bay Area. Machining is an excellent choice of profession for students with these goals and they are discovering the programs by themselves. The growth of the MTT program is due to an organic cultural shift in education goals both locally and nation-wide.
Paralegal Studies	PLGL has a slightly more positive trend than the College as a whole – for example the College WSCH/FTES term average was 448.91, while PLGL was 452.31. Factors that may impact include that the Paralegal Studies certificate can be earned in just one year and the classes are available online, catering to a wide swath of students.
Real Estate	The real estate program has seen enrollments stabilize and, in some courses, decrease slightly. This is due to the covid effect on the real estate program and general cyclical trends in real estate. These trends are consistent on a regular basis and recover over time and then begin to repeat the cycle.

Welding	Since 2018, when the program experienced 100% Faculty turnover, we have worked to develop the program toward alignment with both local industry and top welding programs nationwide. We are active in both local and national American Welding Society activities, and have maintained professional connections and certifications accordingly. We have transitioned to a hybrid format to better accommodate the busy schedules of our students. Word of mouth has generated both an increase in students and persistence and completion of our programs.

As noted above, enrollments impact our funding. Are there specific courses/sections that, on average, across the past three years did not fill to capacity? Why might this be?

11 Responses

Program/Area Name	Are there specific courses/sections that, on average, across the past three years did not fill to capacity? Why might this be?
Administration of Justice	Our in-person classes have not filled at the same rate as our online classes. We believe this is due to the impact of Covid, as each semester after Covid the fill rates have continued to increase. Additionally, our GE courses tend to fill while our more specialized courses fill a bit slower.
Automotive Technology	ATEC 256 has minimal enrollment; we have canceled the last 3-4 semesters. The reason is the lack of demand.
Business	BUS 50C, BUS 50K, BUS 50L, BUS 50N, BUS 50P, BUS 50S are specific 1 unit courses offering targeted skills. BUS 72 Healthcare Leadership is required only for the Health Care Administrator certificate. BUS 50C, BUS 50K, BUS 50L, BUS 50N, BUS 50P, BUS 50S are specific 1 unit courses offering targeted skills. BUS 72 Healthcare Leadership is required only for the Health Care Administrator certificate.
Computer Application Systems	The accommodations courses did not fill but that's due to there population on campus, as for the advanced networking course CAS series they did not fill and ended up being cancelled due to lack of promotion and perhaps a saturation of these courses in the bay area as all of us are ceritifed cisco academies.

Electronic Systems Technology	The capacity numbers are a little high for the courses. The program is seeing a fill rate of 62%, which is a good classroom size for one instructor to lead.
Entrepreneurship	No
Industrial Technology	INDT 62 which serves fewer programs is less popular than INDT 74 which serves more programs.
Machine Tool Technology	MTT courses are rarely filled to capacity. The discipline is not widely known about like other CTE programs (Nursing, Welding, Auto) and the number of machinists in the bay area is small when compared to other professions. The disciple suffers most from a lack of exposure to the American public.
Paralegal Studies	Our course that has a prerequisite (PLGL 35 Advanced Legal Writing and Research) does not always fill; this is likely because students must complete the prerequisite which is not offered every semester.
Real Estate	Yes, The more specialty-oriented classes tend not to fill. This would include the Exam Preparation course RE90. Not all students are interested in or need this class, however it serves our underserved student population that benefit from the extra help in preparing for the Calif. DRE licensing exam.
Welding	Capstone courses for the Pipe Welding and Inspection Certificate require both a high level of skill and an additional year to complete.

Is there anything faculty in your program would consider doing to improve overall discipline productivity* while maintaining our commitment to student learning? (e.g., taking additional students in sections with higher fill rates or changing the days/times or format (in-person, hybrid, online) of low fill-rate classes)

*productivity=(FTES or WSCH)/FTEF

11 Responses

Program/Area Name	Is there anything faculty in your program would consider doing to improve overall discipline productivity* while maintaining our commitment to student learning?

Administration of Justice	Our faculty regularly take additional students in sections well above the cap. We also have removed the textbook cost for almost all of our courses. We also regularly poll students and adjust platforms, formats, dates, times, etc to accommodate student need. More marketing from the College would also be helpful.
Automotive Technology	We could take additional students by offering more sections, but we need to hire an additional FT instructor and at least one teacher assistant.
Business	Many business courses are routinely over enrolled (44+ students) at the start of the semester to increase discipline productivity
Computer Application Systems	Addition FTE for advance classes and allowing them to run lower would begin a pipeline of students finishing the program without needed substitutions. With the momentum enrollment would grow as students would be encouraged that they could finish. Currently there is a connotation that you cannot finish the program because advanced courses are cancelled.
Electronic Systems Technology	Not currently
Entrepreneurship	The ENTR classes have historically raised initial class caps to 55 with the goal of 35 succeeding.
Industrial Technology	Offer additional sections of INDT 74
Machine Tool Technology	MTT faculty would consider all of these strategies, but they seem unlikely to increase enrollment greatly considering the inherent problems with the program faces with visibility.
Paralegal Studies	Our faculty regularly take additional students in sections well above the cap. We also have removed the textbook cost for almost all of our courses. We also regularly poll students and adjust based on their response. More marketing from the College would also be helpful. We have encountered many members in the community that were unaware that we offer a Paralegal Studies certificate or that it can be completed in one year.

Real Estate	Yes. The faculty will continue to consistently take high enrollments in the gateway course (RE80 Real Estate Principles) for the program and offer multiple sections of the same course as well as a late start section. This is an effort to improve discipline productivity and an effort to enroll as many students as possible into the gateway course which leads to enrollments in subsequent semesters to the other core real estate courses.
Welding	We have considered and implemented every solution available to us so far. The greatest limitation is in-person lab time.

Are there any classes in your discipline which routinely fill to capacity and for which there is often a waitlist? If yes, please list here.

11 Responses

Program/Area Name	Are there any classes in your discipline which routinely fill to capacity and for which there is often a waitlist? If yes, please list here.
Administration of Justice	Yes, our General Education classes and our online courses.
Automotive Technology	ATEC 50, ATEC 1, ATEC 2, ATEC 3, ATEC 4, ATEC 5, ATEC 6A, ATEC 8, ATEC 94
Business	BUS 12 (Introduction to Business), BUS 19 (Business Statistics), BUS-1A (Financial Accounting) online, BUS-1B (Managerial Accounting) online, BUS-10 (Business Law), BUS-14 (Business Communications) online, BUS-7 (Accounting for Small Business).
Computer Application Systems	CAS 50, faculty do accept additional students over capacity and complete large lecture.

Electronic Systems Technology	None at this time.
Entrepreneurship	ENTR 1 ENTR 5 ENTR 20
Industrial Technology	INDT 74
Machine Tool Technology	No
Paralegal Studies	Yes, our Introduction course - PLGL 30.
Real Estate	Yes. The courses that regularly fill to capacity are RE80 Real Estate Principles and RE84 Real Estate Practice. The support the overall program and discipline productivity these courses are consistently accepting students in excess of the course capacity. These real estate courses support our real estate education program and are popular and therefore should be offered in multiple sections in all semesters including summer.
Welding	WELD 63, 64A, 64B, 65A, 65B, 67A, 70

Enrollment Disaggregation

The representation of traditionally underrepresented race/ethnicity/gender student groups in our **program/major** compared to our industry/field:
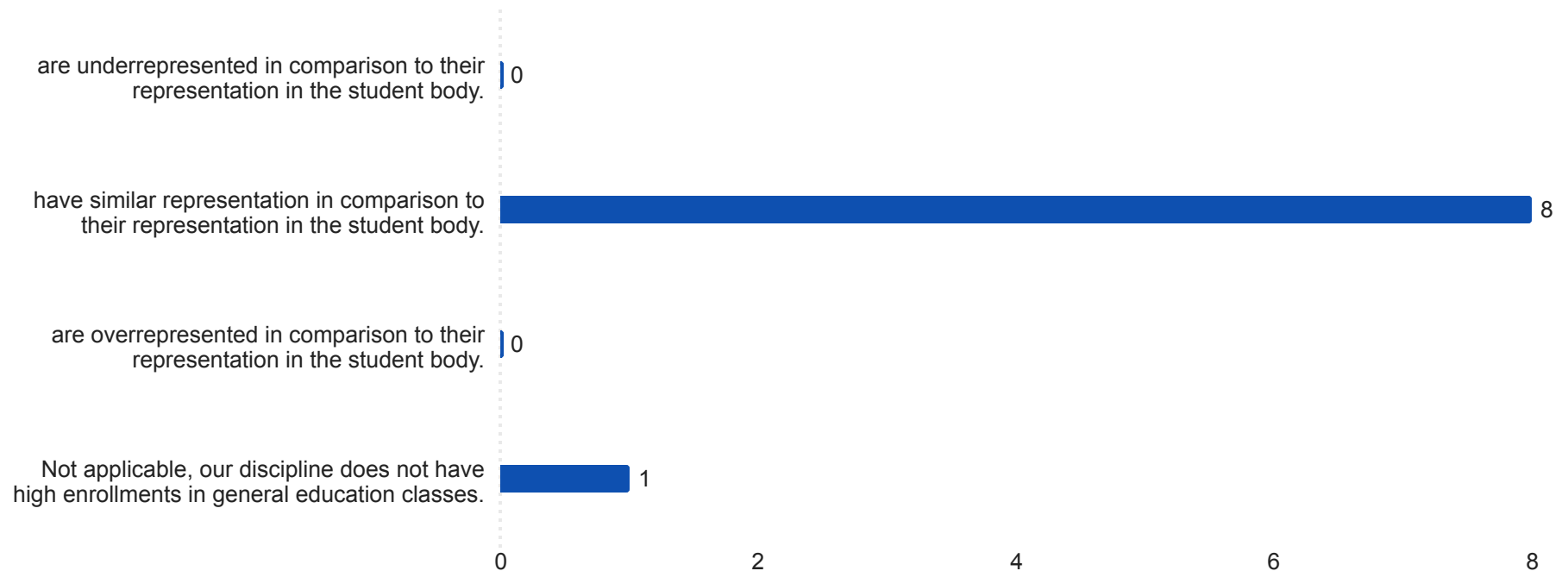
11 Responses

Response	Count
could be improved - our courses are less diverse than the industry/field.	0
is reflective of the representation in the industry/field.	4
is outstanding - our courses are increasing the diversity of the field.	7

For programs/disciplines with a high percentage of offerings that are required for General Education—such as English, math, or communication studies—please also compare the representation of traditionally underrepresented race/ethnicity/gender student groups in your general education classes to the overall student body population. Traditionally underrepresented student groups in our **general education** classes:

9 Responses

- are underrepresented in comparison to their representation in the student body. — 0
- have similar representation in comparison to their representation in the student body. — 8
- are overrepresented in comparison to their representation in the student body. — 0
- Not applicable, our discipline does not have high enrollments in general education classes. — 1

Please provide a brief explanation that would help the college understand these trends (e.g., tangible reasons to understand the representation of traditionally underrepresented student groups in your discipline/major and, if applicable, general education classes at Chabot).
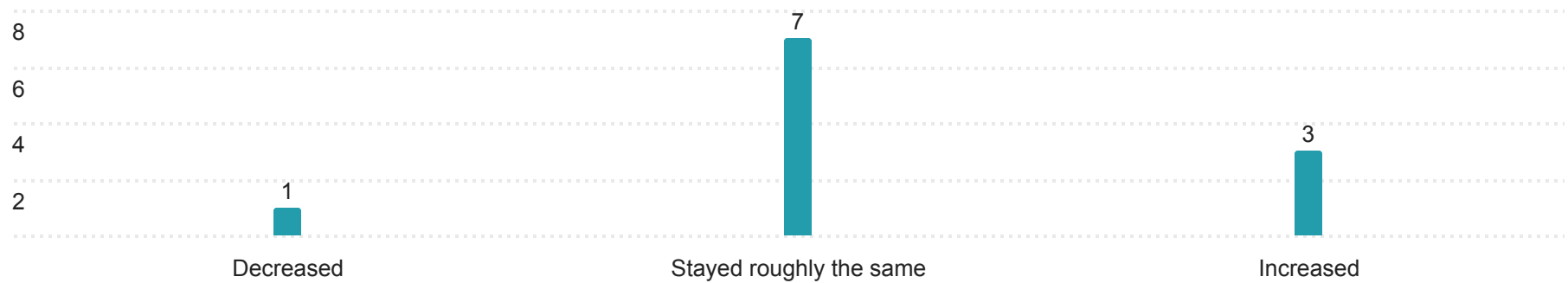
11 Responses

Program/ Area Name	A brief explanation
Administration of Justice	First and foremost, ADMJ is pleased to note that the department is making huge strides in increasing diversity in one of the major professions it represents - law enforcement. Latino/a/x students represent, on average, approximately 40% of the ADMJ enrollments. In law enforcement, Latino/a/x represent approximately 12.5% of local police. Additionally, women in law enforcement make up approximately 13% of all officers, while females make up approximately 40% of ADMJ enrollments. As for the general education courses, ADMJ continues to have success rates that align with the general student body. ADMJ program/courses show different patterns of success. For example, in Fall of 2019, success rates for ADMJ 50 were approximately 51%, with specific groups, such as African American and Latino students, achieving lower success rates compared to other groups like Asian American and Filipino students. The success rate for those continuing to ADMJ 60 by Spring 2021 was higher, reaching up to 67% for some groups. These results indicate improved outcomes amongst students who advance further along in the program. This difference may suggest that while the initial success in ADMJ courses may be lower than in general education, students who persevere/continue in this discipline tend to achieve better results over time. This may be due to focused support such as internal programs offered via the Law and Justice Club which extends to the classroom environment and familiarity with program-specific material/curriculum, which could boost retention and success in succeeding courses.
Automotive Technology	Being a technical field, our program primarily attracts Hispanic/Latino students.
Business	N/A

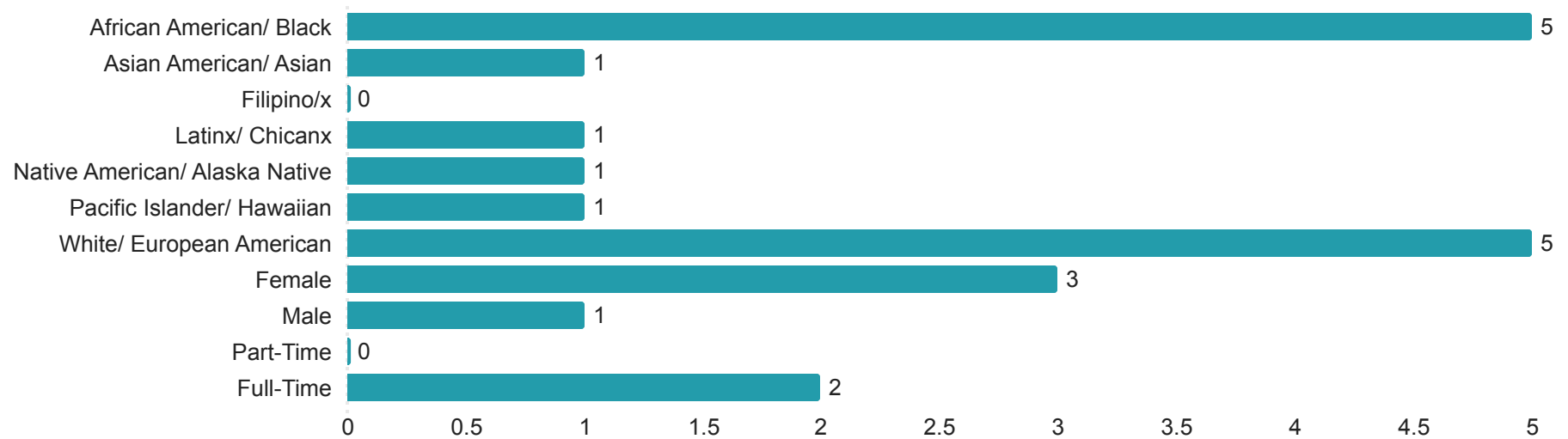|	
Computer Application Systems	N/A
Electronic Systems Technology	The program is tough in the evenings, catering to the local work force. The demographic is a good representation of the student body.
Entrepreneurship	N/A
Industrial Technology	N/A
Machine Tool Technology	Chabot service area and Chabot's general population is much more diverse than most machine shop floors across America, so it makes sense that our enrollments would skew toward those populations we have the most contact with. The improvement in women enrolling in MTT courses is encouraging. Again, we think this is an indicator of a shift in the culture of education in America. There is also something to be said for the advancement of technology removing previous gender barriers that have remained in older machining equipment (operation is complicated by being shorter, or not as strong as an average man, etc.).
Paralegal Studies	Our discipline has a high number of Latino/a/x students averaging 50%, which is higher than the College percentage at 42%, and much higher than the industry standard at-large.
Real Estate	The real estate industry is evolving as prior generations retire, particularly in appraisal and property management. These industry changes open up opportunities for any student that completes the educational requirements regardless of any other factor, underrepresented students have improved access to these career paths. This is evidenced by an industry sponsored career development program I have become aware of and have promoted to my students titled CREATE. This program brings Bay Area commercial real estate opportunities to student program participants.
Welding	N/A

Course Success Rates

Over the past three years, how have course success rates in your discipline changed? Course success rates have:

11 Responses

Check all groups that are succeeding at lower rates than students from other racial/ethnic, gender, full-time part-time groups, or the overall college average):

9 Responses

Please add any other groups that succeed at lower rates not included above. And provide a brief explanation that would help the college understand the trends in overall course success rates or any student groups that succeed at lower rates:
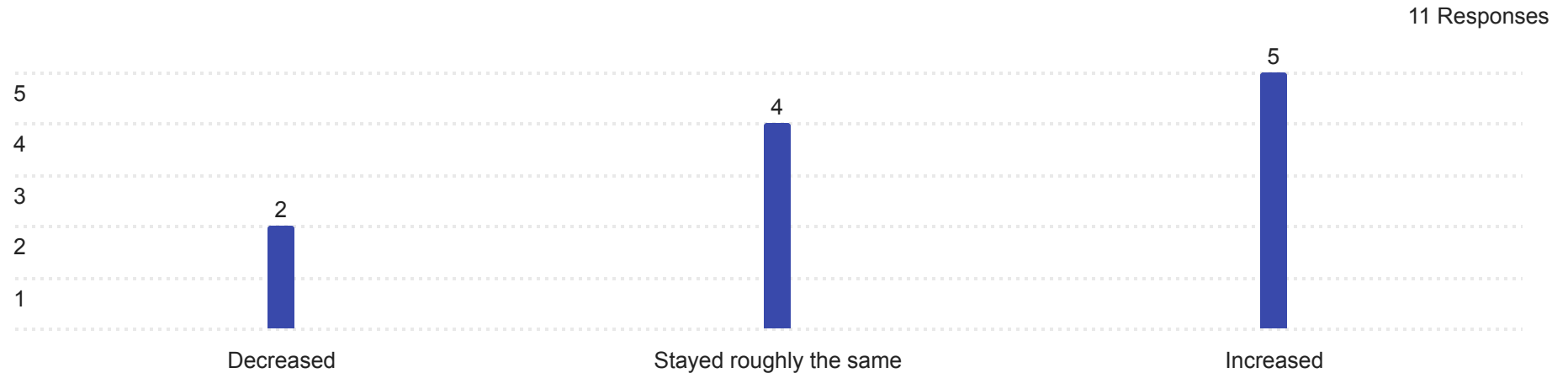
11 Responses

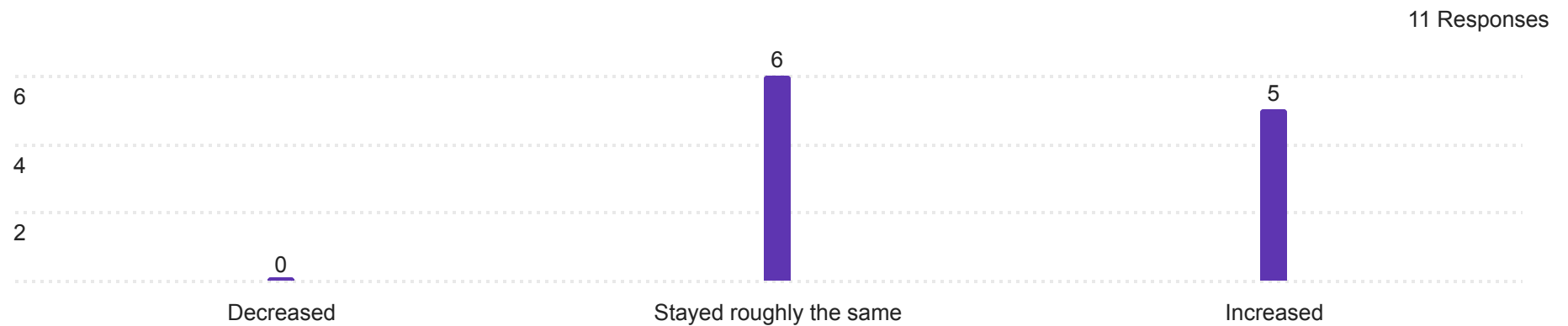| Program/ Area Name	Comment/Explain
Administration of Justice	Over all the ADMJ success rates are tracking the College's success rates, with our Latinx/Chicanx students doing slightly better than the College at large. However, our Summers noticed a dramatic fall in success rates of Full-Time students, however, we suspect that may be due to the high numbers of fraudulent enrollments we experienced in both Summer 2022 and Summer 2023. We are hopeful that the new fraud measures implemented by A&R will return us back to normal. have remained consistent, ranging from 60% to 82% depending on the demographic group. African American students have the lowest success rates, averaging 60% to 68%, often due to historical racial bias and limited access to resources. Latino students also face challenges, with success rates between 68% to 74%, affected by financial constraints and cultural barriers. In contrast, Asian students have the highest success rates, averaging 75% to 82%, which could be due to greater academic preparation and resource availability. Addressing these disparities through targeted support, such as the Law and Justice Club, pending internship course, other academic programs such as UMOJA, RISE, counseling services, etc. can create and/or improve the relationships with law enforcement, bridge gaps, and encourage more diverse participation in the field.
Automotive Technology	One of the reasons for challenges in the Black and Female groups is the minimal sample rate impacts the results to a more significant proportion. The automotive sector is typically a non-traditional industry in which there are not many Female technicians.
Business	Not sure why the white/european student population success rate has decreased
Computer Application Systems	There a smaller number of African American and causation students in the CAS program so the failure of a few students skews the entire demographic. I think the data needs to be studied further.

Electronic Systems Technology	Most students in the ESYS program are students that have full time jobs and are looking for career advancement. Full time students are not looking as much at ESYS as part time students. The success rate demographic of the ESYS program is similar to that of the entire school. This could be several factors at play here. Culture, family life or personal drive of the students.
Entrepreneurship	N/A
Industrial Technology	N/A
Machine Tool Technology	This is a difficult question to answer since these a averages over time. Previous years have seen a better than average success rate for Asian Americans/ Asian but Spring of 2024 had a dramatic drop in success rates from 93% to 56%. It is useful to remember that enrollment in MTT courses is fairly low, and changes in small changes in small populations create large statistical changes. I do know that there can be language barrier challenges for many of the Asian MTT students. Machining is a popular profession with Vietnamese Americans, and the MTT programs does have several Vietnamese students who are English learners. We believe having better access to Vietnamese translation might improve both program enrollment and student success rates.
Paralegal Studies	The Paralegal field sees far more females than males. We have been told that the number of fraudulent students may have had a significant impact on white students succeeding at lower rates than students from other racial/ethnic backgrounds.
Real Estate	I have not observed lower rates of success in any one group. The ultimate indicator is success or failure on the State of California DRE license examination. Those results are confidential and I do not have access to that success rate.
Welding	The size of our program reflects the progress of small groups of individuals. Generally our success rate is comparable to or higher than that of the College in general.

Program Completion (AD-Ts, AA/AS, Chancellor-approved Certificates

Over the past 3 years, what is the trend in Degrees awarded (AD-Ts and AA/AS) in your program(s)?

11 Responses

Over the past 3 years, what is the trend in **Chancellor-Approved** certificates (the ones that count for funding in the SCFF) awarded in your program(s)?

11 Responses

Please provide a brief explanation that would help the college understand these trends in degree and certificate completion in your program (e.g., tangible reasons for the increase or decrease).

11 Responses

Program/Area Name	A brief explanation
Administration of Justice	The Administration of Justice Department has seen a decrease in the number of degrees awarded over the past two to three years. This decline could be due to various factors, such as shifts in enrollment patterns such as COVID19 with students having to take online classes, student interest, or external influences like changes in law enforcement hiring practices, current events making careers in this industry less desirable. We have, however, seen an overall increase in the Chancellor-Approved Law Enforcement certificate as the Academy hires more recruits. We anticipate a significant increase beginning next year, as AB 89 goes in effect – the new legislation that requires new officers to have an AS degree in Modern Policing and a Bachelor's Degree.
Automotive Technology	Our program has developed changes that resulted in more exposure and recognition in the Bay Area, resulting in increased enrollment and graduation rates with the accompanying issuing of degrees and certificates.
Business	We actively invite students to apply for our certificates and degrees. Our efforts in promoting the programs through Business Education seminars, work with the counseling department, pathways resulted in the increase number of diplomas awarded.
Computer Application Systems	The trend has increased over the past 10 years, but recently been on a slow barely noticeable decline but there was the COVID return with a spike in completions but now has gone down.
Electronic Systems Technology	The program does not advertise or participate in community outreach functions. The program is starting to do more outreach activities to connect with local industry and community.
Entrepreneurship	I am the only full-time faculty in this discipline. From 2019-2023 I served as the academic senate president, which required no less than 50% of my time. I was also on load bank leave in the Spring of 2024. I've had little to no time to focus on developing the discipline.

Industrial Technology	N/A
Machine Tool Technology	Previous certificates had a much larger credit requirement than the current certificates. It appears that lowering the requirements for the certificates and building them into a stackable ladder might have improved the completion of these certificates. The MTT degrees remain unpopular, most likely due to increase credit requirements. Most of our students are looking to quickly enter the workforce and the MTT program prepares them to do so at a high level. A degree is not required for these jobs and does little to improve employment opportunities and starting salaries.
Paralegal Studies	Our Paralegal Studies certificate is relatively new, however, we believe that word is getting out about its existence, accounting for the fact that we have doubled the number of certificates awarded in the last two years.
Real Estate	The number of certificates has increased due to enhanced student awareness of certificate completion requirements and promotion within the program of certificates.
Welding	Our enrollment is growing and persistence and retention are higher than ever. We actively promote our AS and CP's to our students We have no Chancellor-Approved certificates

If your program does not produce a lot of degrees or Chancellor-approved certificates, is there an associated industry test for which you are preparing students or non-Chancellor-approved certificates? If you have any data on success rates or numbers for the industry certification/test or for non-Chancellor-approved certificates, please share. (Optional)

11 Responses

Program/Area Name	A brief explanation/ Data
Administration of Justice	N/A
Automotive Technology	We produce degrees and certificates, but our students are prepared and take the Automotive Service Excellence (ASE) certification, which is an industry-standard.
Business	N/A

Computer Application Systems	N/A
Electronic Systems Technology	N/A
Entrepreneurship	No. However, I am committed to redesigning the AS, our current ENTR certificates, and developing new high value Chancellor approved certificates.
Industrial Technology	All Advanced Manufacturing Programs (and Courses) prepare students for career improvement opportunities that do not require certificates or degrees. Employers care about skills not grades or certificates.
Machine Tool Technology	N/A
Paralegal Studies	The Paralegal Studies program offers the Chancellor-Approved certificate of Paralegal Studies.
Real Estate	N/A
Welding	Welding Performance Tests regulated by the American Welding Society. Increasing but do not have exact numbers. Professional Development (partnered and non) for companies such as Tesla, EBMUD, PG&E, and trade unions

In your experience, what barriers to program completion may be disproportionately experienced by students from a particular demographic group (e.g., racial/ethnic, age, disability status, parents, etc.)

11 Responses

Program/Area Name	Barriers to program completion that may be disproportionately experienced by students from a particular demographic group

Administration of Justice	Students from racial/ethnic minority groups, particularly Black and Latino communities, face unique barriers to program completion due to historically strained relationships with law enforcement practitioners. However, we are encouraged by our high enrollment numbers of Latino/a/x and that the rest of our enrollment numbers are on trend with the College. We believe our emphasis on a multitude of careers in the public safety sector, including the legal field, corrections, the courts, etc is also helpful. The Law and Justice Club serves as an important strategy to bridge this gap by developing relationships and education between law enforcement and communities of color, helping to make the field more accessible and less intimidating for these students.
Automotive Technology	Our program could graduate more students, but many do not wish to take and complete the general education requirements. Once they finish the automotive classes, they claim the Certificates of Achievement or take industry-standard certification (ASE) and obtain work.
Business	N/A
Computer Application Systems	I have not been able to disaggregate that data yet.
Electronic Systems Technology	Most of the students the ESYS program is seeing are returning students and are self-sufficient or supported by their employers.
Entrepreneurship	N/A
Industrial Technology	Students exit our programs without completing because they achieve career advancement without receiving a certificate or degree.
Machine Tool Technology	We recommend that all of our students begin their MTT coursework with MTT60A , which is a manual machining course. Manual machining equipment is unfortunately fairly gendered in that it is built for the average man, which means that the average woman encounters extra challenges due to height and strength requirements. These challenges can be overcome with simple tools like stools, and handle extensions, but the challenges themselves reinforce a gendered sense of belonging (or exclusion) that could serve to deter female students (especially considering that they already make up so little of the student body in MTT courses).
Paralegal Studies	Disability status can create obstacles, as certain disabilities even with reasonable accommodation can prevent a student from successfully completing the required work in the legal field (which requires a large amount of reading, researching, processing a considerable amount of information quickly, and writing).

Real Estate	None exist in my observation.
Welding	Parents are particularly disadvantaged, as the needs of their children often interrupt their class schedule or prevent particular courses from being taken. Employed parents are the most impacted.

Responses on Staffing Analysis

Trends in staffing:

Program/Area Name	Full-time Faculty	Part-time Faculty	Full-time Classified Professionals	Part-time Permanent or Hourly Classified Professionals	Student Employees	Independent Contractors/Professional Experts
Administration of Justice	2	7	N/A	N/A	N/A	N/A
Automotive Technology	3	3	2	0	1	0
Business	6.6	21	0	0	4	0
Computer Application Systems	0	6	0	0	0	0
Electronic Systems Technology	N/A	2	N/A	N/A	N/A	N/A
Entrepreneurship	.4	2	N/A	N/A	N/A	N/A
Industrial Technology	0	0	0	0	0	0
Machine Tool Technology	2	1	N/A	N/A	1	N/A
Paralegal Studies	0	5	N/A	N/A	1	N/A

Real Estate	One	N/A	N/A	N/A	N/A	N/A
Welding	2	2	2	N/A	2	N/A

Compare changes over the past three years in the FTES/enrollment in your area with changes in staffing in this same time period. What do you notice?

11 Responses

Program/Area Name	Compare changes over the past three years in the FTES/enrollment in your area with changes in staffing in this same time period. What do you notice?
Administration of Justice	We have had to continuously hire new adjunct faculty members as enrollments and course offerings increased. We now have a new Full-Time faculty that started this fall and are looking forward to the support.
Automotive Technology	FTES increased while staffing decreased.
Business	Our enrollments have been consistently increasing since the pandemic. Our productivity, number of sections, and FTES are all on the increase. Specific data are provided in the two FT Faculty Requests forms.
Computer Application Systems	There have been a reduction in adjunct faculty due to a cut in FTE.
Electronic Systems Technology	Without a full instructor the program is lacking in the outreach area. Not only with industry leaders but with the student body, the schools connection is waning.
Entrepreneurship	No changes
Industrial Technology	No change
Machine Tool Technology	Staffing for the MTT department has decreased while enrollment has increased.

Paralegal Studies	FTES/Enrollment has dramatically increased in the past three years; we have hired several more adjunct faculty members.
Real Estate	Staffing requirements have not changed.
Welding	Things have stayed roughly the same despite an increase in enrollment.

Compare the representation of traditionally underrepresented populations in your program's/area's staffing (faculty, classified professionals, and administrators) to the representation of those groups in the students you serve. What do you notice? If there is a gap in representation between students and the Chabot professionals who serve them, how has your program/area addressed that gap?
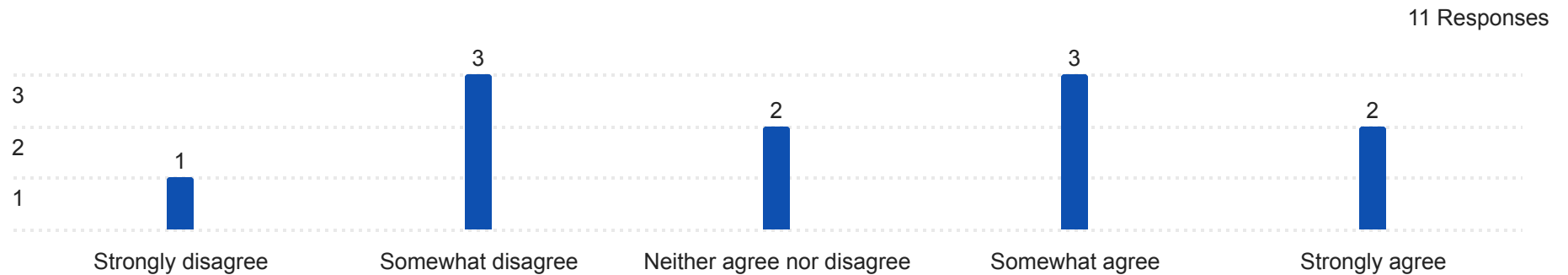
11 Responses

Program/Area Name	Comparison
Administration of Justice	We believe the impact of representation in higher education cannot be overstated and that having a diverse faculty benefits students, the institution as a whole, the larger research community, and the faculty members themselves. Therefore the Department has made a concerted effort to ensure that we have a group of educators with a range of backgrounds and experiences, including differences in race, ethnicity, gender, age, viewpoints, religious beliefs and abilities.
Automotive Technology	The gap has been addressed and is still being researched. Current enrollment levels suggest we may need to add one more FT instructor. However, we have secured an additional adjunct instructor and are recruiting a second one.
Business	N/A
Computer Application Systems	It's balanced in the CAS discipline.

Electronic Systems Technology	This year the ESYS program is going to participate in the advanced manufactory day, to try and attract a more underrepresented group of the new student body.
Entrepreneurship	No changes
Industrial Technology	N/A
Machine Tool Technology	The diversity of the faculty does not match the diversity of the student body. The MTT department would be happy to add to the diversity of the MTT department staff as new positions are added/ restored to the program.
Paralegal Studies	There is a gender gap with faculty; we have far more female adjunct faculty then male adjunct faculty. However we did bring in our first male adjunct faculty member this fall.
Real Estate	None observed.
Welding	Staff have not changed nor have there been positions available to be filled. Given the extreme difficulty in finding available qualified Faculty, we have not had the luxury of choice. The development of an equivalency program for professional experience in lieu of academic experience would change this nearly overnight. One Instructor is female, which is a non-traditional category in our field.

Responses on Department/Program/Area Needs

Technology

The **technology** in our program/area is sufficient to support student learning and/or carry out our program/area outcomes and goals.

11 Responses

If you strongly disagree or somewhat disagree, please explain.

11 Responses

Program/Area Name	Explanation
Administration of Justice	Chabot College does not have dedicated tech support where students can take their computers if they are experiencing issues. However, Las Positas College does offer tech support: https://laspositascollege.edu/onlinelearning/online_services/support.php . The College also does not offer students help with Proctorio, and the support offered by the Company is woefully inadequate.
Automotive Technology	N/A
Business	N/A
Computer Application Systems	N/A

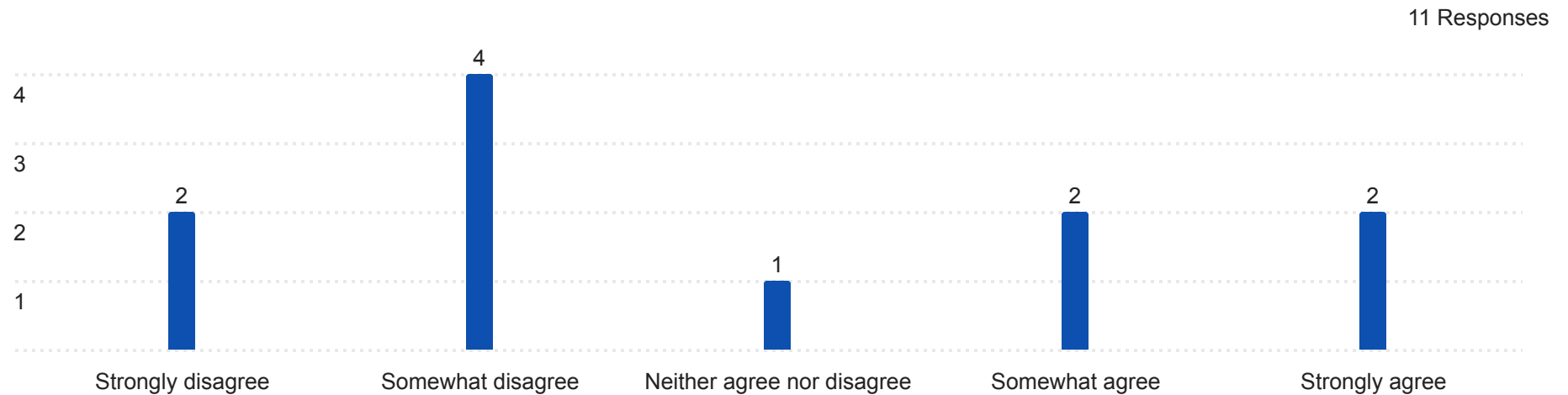|	
Electronic Systems Technology	N/A
Entrepreneurship	N/A
Industrial Technology	N/A
Machine Tool Technology	N/A
Paralegal Studies	Chabot College does not have dedicated tech support where students can take their computers if they are experiencing issues. However, Las Positas College does offer tech support: https://laspositascollege.edu/onlinelearning/online_services/support.php . It also does not offer students help with Proctorio, and the support offered by the Company is woefully inadequate.
Real Estate	N/A
Welding	For Welding Technology: We sometimes lack enough welding machines to support our enrollment. Our equipment is adequately up to date but technology is advancing so rapidly in the Welding Industry that evolution is required. Automation and Laser Welding in particular are changing the skill profile our students will need to be employed. For Information Technology: Students need better access to laptops and desktops to complete work in Canvas. The laptop semester loan program in the library should be expanded.

Facilities

The **facilities** in our program/area are sufficient to support student learning and/or carry out our program/area outcomes and goals.

11 Responses

If you strongly disagree or somewhat disagree, please explain.

11 Responses

Program/Area Name	Explaination
Administration of Justice	Not enough classrooms have updated equipment, including computers, and there are way too many chalkboards!
Automotive Technology	We have a severe storage space deficiency, which causes us to lose valuable teaching space and diminishes the students' experience.

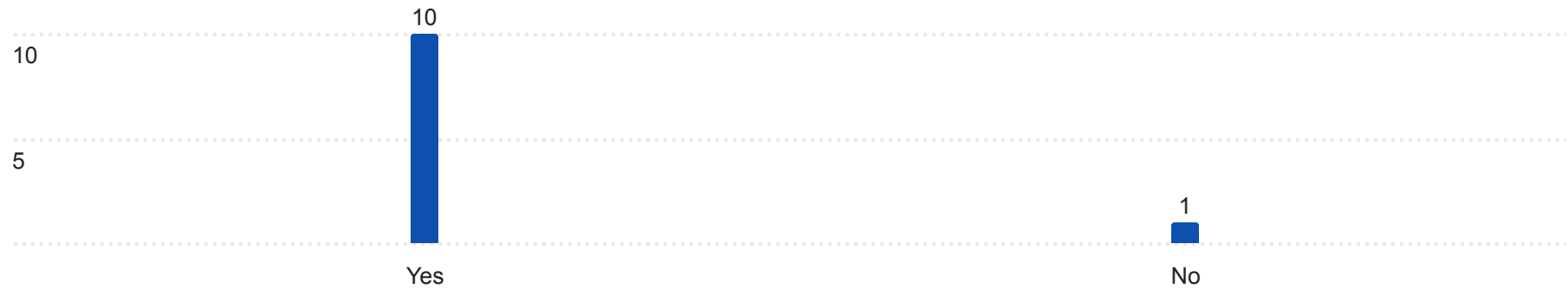|	
Business	Our classroom building (B1600) is outdated. Building 1600 is ADA non-compliance, inadequate and outdated external wiring is a fire hazard. Many issues include poor air circulation, antiquated equipment & furniture. We need lecture/lab combo spaces for courses with lab components. Our offices are in B400 whereas our classrooms are in B1600, creating inconvenience and confusion for students when these two facilities are on opposite sides of the campus.
Computer Application Systems	An actual hardware and networking lab would be good for student learning. Currently everything is virtual.
Electronic Systems Technology	N/A
Entrepreneur ship	N/A
Industrial Technology	N/A
Machine Tool Technology	N/A
Paralegal Studies	Not enough classrooms have updated equipment, including computers, and there are way too many chalkboards.
Real Estate	N/A
Welding	There are immediate electrical needs that have not been addressed in years, particularly booth lighting. Other repairs, such as plumbing, have only been addressed after repeated catastrophes that breeched health and safety issues.. HVAC has proven erratic. Gas plumbing system is old and potentially leaking.

Responses on Program Maps and Course Scheduling

Are your program maps accurate and up to date?

Does the way your required courses are scheduled generally meet the needs of the students working towards degrees or certificates in your area? In what way could your schedule better meet their needs, and what changes would be needed to ensure students access to the courses they need to complete their program?

11 Responses

Program/ Area Name	Explanations

Administration of Justice	We need more FTEF so we can offer enough classes each semester to ensure students can enroll in the requisite courses to satisfy degree/certificate requirements. This will be essential next Fall, when AB 89 goes into effect and we begin offering a new A.S. Degree in Modern Policing. By way of background, the new A.S. Degree in Modern Policing is required by law - California Assembly Bill 89, effective November 2025, directs Community Colleges with Police Academies to begin offering a new Modern Policing A.S. Degree. It is a direct response to the heightened interest in decreasing officer use of force and an increase of scientific evidence proving that certain areas of the brain, particularly those affecting judgment and decision-making, do not develop until the early to mid-20s. The intention for the Modern Policing Degree and the future of law enforcement is to be inclusive of the diverse perspectives of stakeholders, build upon the 2020 Call to Action against systemic racism, and advance the California Community Colleges system goals for equity as laid forth in Vision 2030. The California Chancellor's Office, in partnership with the Academic Senate for California Community Colleges (ASCCC), created a Modern Policing Degree Task Force Report and Recommendations to the Legislature outlining a plan to implement the degree, along with model curriculum to guide community college programs. The degree we will be offering closely aligns with the model curriculum provided by the Chancellor's Office.
Automotive Technology	Yes. To better meet our students' needs, we need to provide additional daytime sections, but we will need one additional FT instructor.
Business	Yes. The way our required courses are scheduled meets the needs of the students that are pursuing degrees/certificates in our discipline. We have been working very diligently to be one of the first disciplines to align program maps with the course scheduling. The scheduling is a dynamic, continuously improving process. which our department is very proud about. Here are some of the creative approaches we have been using to ensure student access and program completion: Offering classes in 18-, 15-, 12-, and 8-weeks. Offering all modalities possible: face-to-face, hybrid, hi-flex, synchronous (going away), and fully asynchronous. Not only preserving, but also increasing our f2f/hybrid course offering in the morning, afternoon, and evening to attract more students on campus. Will start offering f2f classes in late afternoons (4-5:50 pm) to use the success of LPC and other departments at Chabot (Math, CSCI). Offering every required course at least once a year (with the exception of the three classes for the Health Care Administrator certificate). Alternating between different modalities and times of the day (morning vs. evening) from one semester to another. Voluntarily increasing our class caps from 35 to 45 and from 44 to 55 (as needed) to improve student access: this is a huge endeavor we are involved in as a department. It brings so much additional FTES to the college!

Computer Application Systems	yes
Electronic Systems Technology	Our program does meet that need.
Entrepreneurship	No. The AS and certificates needed to be updated.
Industrial Technology	Additional sections of INDT 74 needed
Machine Tool Technology	No. Students are often caught with scheduling conflicts for MTT courses they require to earn a certificate or degree on time. This is due to that fact that the MTT department has only 2 FT faculty that are both teaching overloaded schedules. The addition of an additional instructor and course sections would give students some added flexibility in their scheduling and remove the need to cross list as many courses as the program does.
Paralegal Studies	We need a designated full-time faculty member. We also need more FTEF so we can offer enough classes each semester to ensure students can complete the certificate in one year. We also need a designated internship coordinator, similar to what other Paralegal Studies programs offer.
Real Estate	The currently scheduled courses meet the needs of students working toward certificates and degrees. The only way we might better meet student needs is to offer additional sections of courses if enrollments supported it.
Welding	Our required courses are scheduled as conveniently as we can make them without expanding our facility capacity or extending beyond FTES limitations.