Division: Health, Kinesiology and Athletics

5 Responses

Name of Program/Area	Name(s) of the person or people who contributed to this review:	Which PAR Template (word template) did you fill out?
Emergency Medical Services	Sara Beyne	Academic Services
Health and Nutrition	Jeanine Grillo and Begoña Cirera	Academic Services
Kinesiology & Athletics	Danny Calcagno	Academic Services
Medical Assisting	Kristina Perkins, Alicia Aguilar-Godinez	Academic Services
Nursing	Tami Washington; Jack Kuang	Academic Services

Campus-Wide Issues

Reflections on Annual Priority Progress in Academic Year 2025-26

5 Responses

Name of Program/Area	Continue implementing and advancing Diversity, Equity, Inclusion, Accessibility and Anti-Racist (DEIAA) initiatives in our academic and student services and support programs for disproportionately impacted groups.	Increase opportunities for student workforce development. Strengthen career readiness and internships.	Create, improve, and support initiatives and programs targeted at student success and retention.	Expand basic needs resources for all students.	Strengthen our commitment to attract and retain classified professionals, faculty, and administrators. Create a workplace culture employees value.	Maximize the Student-Centered Funding Formula (SCFF) metrics for college funding by increasing student enrollment, financial aid awards, and student degrees and certificates conferred by the college, while examining the enrollment process, time to completion, outreach and recruitment strategies.
Emergency Medical Services	Substantial Progress	Some Progress	Substantial Progress	Minimal Progress	Minimal Progress	Some Progress
Health and Nutrition	Substantial Progress	Substantial Progress	Substantial Progress	Substantial Progress	Substantial Progress	Substantial Progress
Kinesiology & Athletics	Some Progress	Some Progress	Substantial Progress	Some Progress	Minimal Progress	Substantial Progress
Medical Assisting	Substantial Progress	Some Progress	Some Progress	Some Progress	Some Progress	Some Progress

Nursing	Some Progress	Substantial Progress	Substantial Progress	Some Progress	Some Progress	Some Progress

5 Responses

Name of Program/Area	Question: If you would like to comment further on the selections you made above, please elaborate on what you observed. Be sure to mention the specific planning priority number you are referring to at the beginning of your response.
Emergency Medical Services	I know we have a lot of resources for the underprivileged. But I don't hear about programs to assist those that work and are as the state considers them "not under privileged", but may be struggling.
Health and Nutrition	Over the past year, DEIAB initiatives have driven meaningful progress in our campus to become a more supportive and welcoming educational institution for our students. Training of faculty in each division is helping us create inclusive and equitable classrooms.
Kinesiology & Athletics	N/A
Medical Assisting	N/A
Nursing	Priority #3 – Student Success and Retention: The Nursing Program has benefited from increased institutional and grant-supported opportunities to strengthen student retention and success. These resources have allowed the program to expand tutoring, academic coaching, skills support, early intervention, summer bridge activities, and other strategies designed to reduce barriers to progression. Continued institutional support is important because nursing students face significant academic, clinical, financial, and scheduling demands.

5 Responses

Name of Program/Area	Question: If you could advise college decision makers how to make better or more efficient progress on any of these goals and college planning priorities, what would you say? Be sure to mention the specific planning priority number you are referring to at the beginning of your response.
Emergency Medical Services	#5 – The college says it wants to retain faculty or make it better for the programs, but when the faculty senate votes, that vote gets overridden. The faculty senate should have a higher degree of input then what has been considered in the past.
Health and Nutrition	Getting support for computer and technology related issues is challenging. While Chabot campus support staff is very responsive, some issues are not easily remedied. District-wide issues, like off-campus email access, take months to resolve.
Kinesiology & Athletics	N/A
Medical Assisting	N/A
Nursing	Priority #5 – Employee Recruitment and Retention: Nursing continues to experience challenges associated with recruiting and retaining qualified faculty and classified support personnel. Nursing programs have specialized regulatory, clinical placement, simulation, and student support requirements that require adequate and consistent staffing. Continued improvement in hiring timelines, onboarding, position continuity, and administrative infrastructure would significantly support program stability.

5 Responses

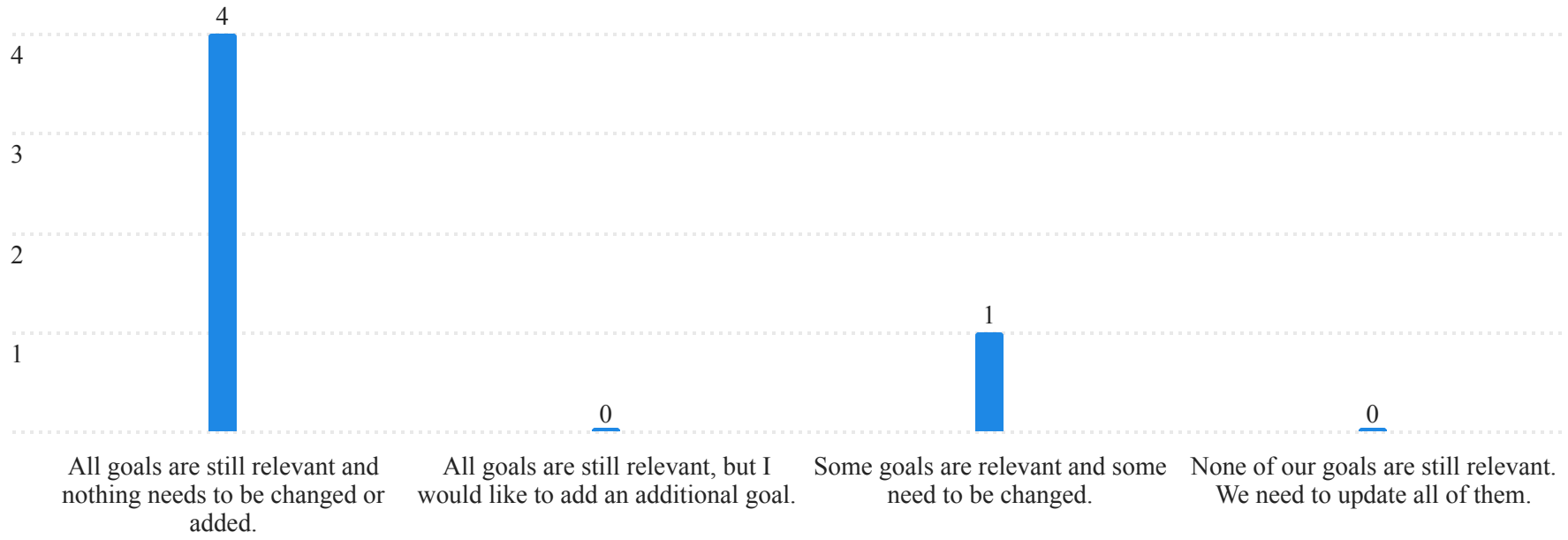
Name of Program/Area	Question: The previous question asked about progress on the 2025-26 President's Goals and College Planning Priorities. This question is about the goals and priorities that the President raised for 2026-27. If you believe there is an important issue to address to carry out the college mission that is NOT mentioned in the 2026-27 President's Goals and College Planning Priorities, please describe below (optional).
Emergency Medical Services	N/A
Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	N/A
Nursing	N/A

Reflections on Your Own Goals Established in Fall 2024 PAR

Relevance and Updates to Your Program Goals:

Keeping in mind that this is the final year of this 3-year PAR cycle to accomplish these goals, please take a look at your goals to determine:

5 Responses

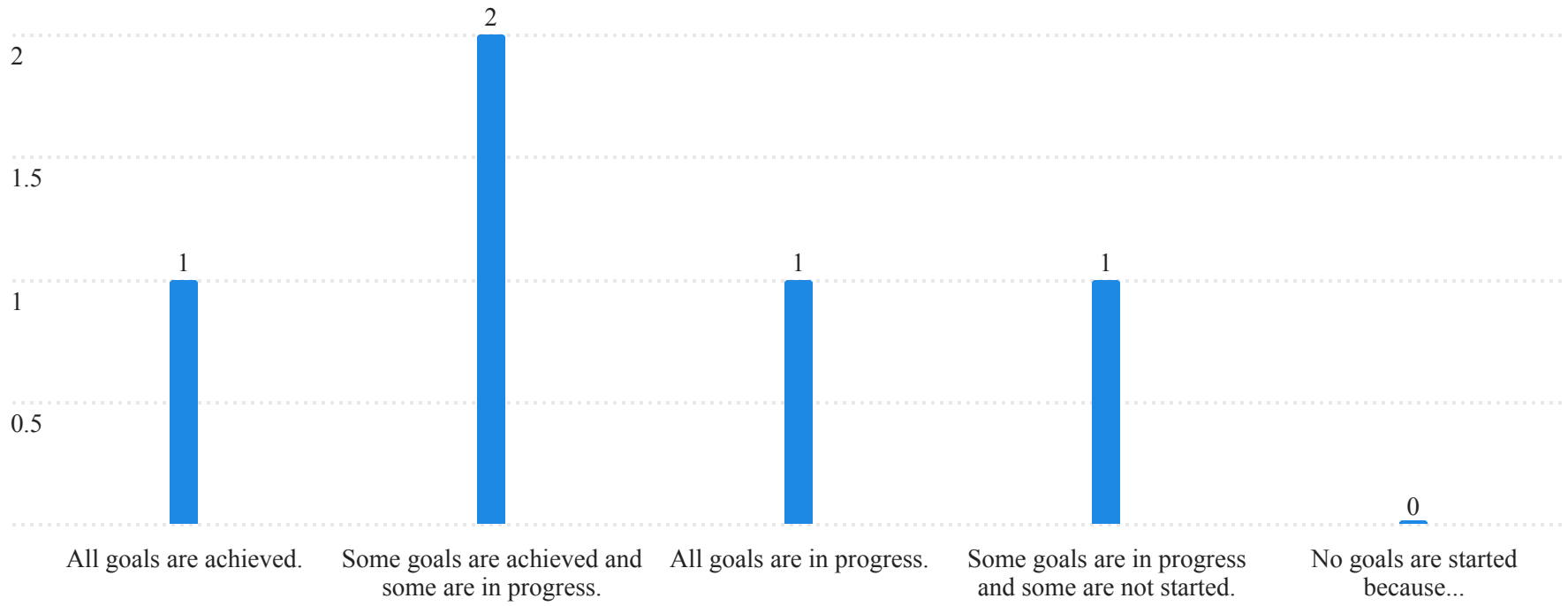


5 Responses

Name of Program/Area	Some goals are relevant and some need to be changed. (Please explain below, so we can update your goals in the spreadsheet.)
Emergency Medical Services	Goal #1 80% or more pass rate of EMS3, more ELL passing due to paid tutors. Goal #2 90% or more first time pass rate of NREMT due to software and tutors. Goal #3 – get more students to complete their AS degree in EMS
Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	N/A
Nursing	N/A

What is the current status of the goals your program/area established in Fall 2024 and updated in Fall 2025?

5 Responses



Reflections on Achievement and Challenges:

5 Responses

Name of Program/Area	So far, what is going well regarding completing your program's/area's goals? Please include reflections on achievement of outputs or outcomes.
Emergency Medical Services	We've had a higher percentage of students, including ELL pass EMS3. We've had a higher percentage of students pass the NREMT the first time around. We've had 2 COA's and 6 AS degrees in EMS completed since the activation in FA25.

Health and Nutrition	Courses in both Nutrition and Health have fill rates greater than or equal to 84% along with high success rates. We have created a spreadsheet to share with students who plan to continue on in Nutrition while encouraging them to reach out to those schools for additional information. We plan to request approval for Nutrition 1 to be a Cal-CETC Area 5b course. We are also planning to submit Nutrition 8, Nutrition, Food and Culture, in hopes that it will be added to Cal-GETC Area 4 (Social and Behavioral Science) and Chabot's G.E. Social and Behavioral Science Area. For the Public Health AS-T, while we have continued our relationship with CSU East Bay, the first year seminar course that was taught on the Chabot campus was not offered for Fall 2026.
Kinesiology & Athletics	Our facilities are being upgraded. DEAN FEEDBACK | Please elaborate. Identify which facilities were upgraded, project status and completion dates, instructional/athletic usage, accessibility, and measurable benefit to course enrollment, student learning, or athletics operations. The current one-sentence response does not adequately evaluate the established goals.
Medical Assisting	After removing pre-requisites, our fall start was full of our maximum of 25 students. Fall 2026 is the first time we have had a full cohort since COVID. We are hoping Spring 2027 cohort will be full too. The fall 2026 cohort began as a fully OER program. We are still building new presentations, assessments, etc.
Nursing	The Nursing Program has made substantial progress in strengthening student success, retention, and preparation for professional nursing practice. The program continues to demonstrate strong NCLEX-RN outcomes while expanding structured student support through tutoring, academic coaching, skills practice, remediation, and early intervention. The program has also expanded efforts to strengthen the nursing pipeline and reduce barriers to entry and progression. Summer Bridge and other early-support strategies have provided students with opportunities to build academic readiness, confidence, belonging, and familiarity with nursing program expectations before and during the program. Grant funding has significantly increased the program's capacity to provide student-centered support, including tutoring, coaching, clinical learning support, technology, and other resources intended to reduce financial and academic barriers. The program also continues to strengthen clinical partnerships and simulation-based learning to ensure students receive appropriate clinical preparation despite increasing competition for clinical placements.

5 Responses

Name of Program/Area	What are some challenges regarding completing your program's/area's goals? Please include reflections on challenges with producing outputs or outcomes so far.
Emergency Medical Services	Getting the necessary software/equipment in a timely manner. Being restricted in the amount of paid time the instructors can have to assist the students.
Health and Nutrition	The number of degrees granted remain small (Nutrition, n=2 for 2025-2026; Public Health n=8 for 2025-2026). Speaking to the Nutrition degree path, the change at the national level was made effective 2024 for people wanting to take the registration exam to become a Registered Dietitian Nutritionist (RDN) now requires a Masters degree continues to impact enrollment numbers. For the Public Health AS-T, our numbers are still quite small which makes continuing to offer courses like the First Year Seminar in collaboration with CSU EB challenging.
Kinesiology & Athletics	Not having on campus housing hinders many of our athletic programs from recruiting top caliber athletes to compete in the conferences that they are in. Where many of the other schools we are competing with has housing and transportation resources for their student athletes. DEAN FEEDBACK | Please quantify the student-athlete housing and transportation challenge: affected sports, recruiting losses, out-of-area student numbers, comparison institutions, student retention, and feasible college responses.
Medical Assisting	One was filling to capacity. Hopefully with removing the pre-requisites, OER, and marketing we will be able to continue to fill both fall and spring starts moving forward.
Nursing	Student attrition remains an important area for continued improvement. Nursing students frequently balance rigorous academic and clinical requirements with employment, financial responsibilities, family obligations, and other barriers that can affect persistence. The program is addressing these challenges through expanded tutoring, academic coaching, early intervention, skills support, and grant-funded retention initiatives. Staffing and infrastructure also remain significant challenges. The program has experienced changes and vacancies in administrative and support positions while simultaneously managing increasing regulatory, clinical placement, simulation, grant, and student-support responsibilities. In addition, limited instructional, simulation, testing, tutoring, and faculty workspace continues to constrain program operations and future growth.

Student Learning Outcomes (SLOs) and Program Learning Outcomes (PLOs)

SLO (Student Learning Outcome):

5 Responses

Name of Program/Area	If any courses in your program/discipline have not completed SLO assessments in the five-year assessment cycle, please explain why.
Emergency Medical Services	N/A
Health and Nutrition	Nutrition 1 course needs to be assessed this year (2026-7). Health 1, 8, & 16 are overdue! One of the challenges with assessing health courses is that many of the sections in these courses are taught by adjunct faculty.
Kinesiology & Athletics	DEAN FEEDBACK confirm whether course-level Student Learning Outcome assessments are current in META. Where delinquent, list course, last assessment, faculty owner, and completion date.
Medical Assisting	We believe all of ours are done though it is still showing MEDA 70A, MEDA 70B, and MEDA 73 as non-compliant. Will check with OAC to determine if we need to complete still.
Nursing	N/A

PLO (Program Learning Outcome):

5 Responses

Name of Program/Area	If your program/discipline has not completed PLO assessments in the five-year assessment cycle, please explain why.
Emergency Medical Services	N/A
Health and Nutrition	Nutrition PLO assessment is up-to-date. Public Health needs to be assessed this year. Coordination with the Biology department for the assessment of the AS-T for Public Health should occur. The degree is listed under BIOS discipline.
Kinesiology & Athletics	DEAN FEEDBACK | confirm which applicable Program Learning Outcomes exist and whether assessments are current. If not applicable, explain why. Identify resulting instructional changes rather than relying only on completion status.
Medical Assisting	We believe all of ours are done though it is still showing the COA and AS as non-compliant. Will check with OAC to determine if we need to complete still.
Nursing	N/A

Rationales for Resource Requests

5 Responses

Name of Program/Area	Question: Which of your PAR goals, plans for improving student learning, and/or plans for reaching SAOs will need additional or new resources?
Emergency Medical Services	Tutoring resources. Fisdap is another expense that some students cannot afford. CTE is working on a grant to assist those that are unable to purchase it on their own.
Health and Nutrition	No additional or new resources are needed to meet our PLOs.
Kinesiology & Athletics	DEAN FEEDBACK | Please connect 2-3 specific established PAR goals and Student Learning Outcome findings to the most consequential requests. This narrative is blank despite substantial resource requests below.
Medical Assisting	N/A
Nursing	Continued resources are needed to support the Nursing Program's goals related to student retention, equitable access, clinical competency, workforce preparation, and program capacity. These needs include clinical and simulation equipment, consumable skills laboratory supplies, instructional technology, tutoring and academic support, faculty development, and adequate staffing. Additional physical space remains a significant program need. Dedicated simulation, skills, testing, tutoring, classroom, and faculty/staff space would improve student access, support safe and effective instruction, and provide the infrastructure necessary to maintain program quality and accommodate future program needs.

Optional: Campus-Wide Reflection on Current Issues

AI (Artificial Intelligence) in Teaching, Learning, and Operations

5 Responses

Name of Program/Area	What knowledge and skills do employees (faculty, classified professionals, and administrators) need to acquire or develop in order to effectively engage with AI in their jobs (instruction, student support services, etc.)?
Emergency Medical Services	AI eventually will be using in the medical field. I'm not sure right now where that puts my burdens for teaching the curriculum. Will delve deeper as we get closer.
Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	More training and resources. Especially in ideas on how to create homework, activities, etc. where it deters students from using AI to cheat.
Nursing	Faculty and staff need practical training in the appropriate, ethical, and responsible use of artificial intelligence (AI), including its use for instructional development, student support, administrative efficiency, data analysis, and communication. Training should also address privacy, academic integrity, bias, accuracy, and verification of AI-generated information. In Nursing, particular attention must be given to patient safety, confidentiality, clinical judgment, and ensuring that AI supplements rather than replaces professional nursing judgment.

5 Responses

Name of Program/Area	What competencies should students develop to navigate and utilize AI as members of the community and future workforce?
Emergency Medical Services	They need to be careful not to rely on the software out there to do better in school. There is always someone behind the software/hardware need.
Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	Students need to learn how to use AI as a resource, not as a cheating tool.
Nursing	Students should develop AI literacy, including the ability to use AI responsibly, evaluate the accuracy and credibility of AI-generated information, recognize bias and misinformation, protect confidential information, and appropriately disclose or cite AI use when required. Nursing students must also understand that AI can support learning but cannot replace development of clinical judgment, communication, critical thinking, or accountability for safe patient care.

Shared Governance

5 Responses

Name of Program/Area	What improvements are needed to strengthen campus culture, communication, and collaboration amongst constituency groups (i.e., senates, classified professionals, administration, faculty, and students)?

Emergency Medical Services	Always better communication.
Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	N/A
Nursing	Clearer and more consistent communication across faculty, classified professionals, administration, and other constituency groups would strengthen shared governance. Programs would benefit from earlier communication about decisions that affect staffing, budgets, facilities, technology, scheduling, and student services, along with clearer identification of decision-making responsibilities and timelines. Increased opportunities for collaboration before implementation would also help ensure that program-specific and regulatory requirements are considered.

Educational Master Plan

5 Responses

Name of Program/Area	Chabot is currently writing its next Educational Master Plan (EMP). What are one or two opportunities, challenges, or changes you'd like to see addressed in Chabot's next EMP. What are specific actions or initiatives (could be in your program or anywhere in the college) that could help make progress on it?
Emergency Medical Services	Being aware that there are programs that do not run on a daily basis on campus and that we need resources and assistance just like everyone on campus.

Health and Nutrition	N/A
Kinesiology & Athletics	N/A
Medical Assisting	Students need an easier time registering and having access to the resources needed to do this.
Nursing	One priority for the next Educational Master Plan should be ensuring that facilities, staffing, technology, and student support infrastructure keep pace with growth in high-demand workforce programs. Nursing has significant space and infrastructure needs related to simulation, skills practice, secure testing, tutoring, faculty/staff workspace, and specialized equipment. A second opportunity is to strengthen pathways into high-demand programs for students from historically underrepresented communities. Early outreach, academic preparation, holistic admissions practices, bridge programming, mentoring, and sustained academic and financial support can help broaden access while maintaining rigorous academic and professional standards.