	Program Description	
	Department Name:	**Women's Studies Department**
	Program Mission Statement:	The Women's Studies Department offers 9 courses in the IIS division. Courses are also offered in conjunction with Language Arts, Creative Arts, Social Science, Political Science, and Humanities. All are offered as GE courses to contribute to the wide diversity of general education courses offered campus wide. Our courses provide a core curriculum whose educational objectives include the following: Our mission is to: * Develop a methodology emphasizing comparative analyses of Women's issues and positions both in the US and around the world. * Develop research capabilities that will allow students to compile and analyze information from a variety of perspectives relative to women's issues. *Teach feminist and activist theory, race and class relations theory and explore multidimensional issues of sexism, racism, institutions and power. *Serve as role models for students and the campus community in relation to issues of gender, sexuality, and to advocate for social justice and equity.
I.A.1	What is the Primary Focus of Your Program?	Transfer
I.A.2	Choose a Secondary Focus of Your Program.	Personal Enrichment
I.B.1	# Certificates of Achievement Awarded	
I.B.2	# Certificates of Achievement-Advanced Awarded:	Two students received the Certificate of Achievement Advanced in Women's Studies.

I.B.3	# ADTs (Associates Degrees for Transfer) Awarded	NA
I.B.4	# AA and/or AS Degrees Awarded:	NA
I.B.5.	Strategies to Increase Awards	Many of our students do not know the WMST Certificate of Achievement Advances is available. So, we plan to do more publicity this coming year by attending outreach events on and off campus, and encouraging students in our online classes to complete and apply.
I.C.1	CTE Programs: Review of Perkins Core Indicator and SWP Outcomes Metrics	NA
I.C.2	CTE Programs: Labor Market Demand and Industry Trends :	NA
I.D.1	Academic Services and Learning Resources: # Faculty Served	NA
I.D.2	Academic Services and Learning Resources: # Students Served	NA
I.D.3	Academic Services and Learning Resources: # Staff Served	NA
I.E.1	Full Time Faculty (FTEF)	1.5
I.E.2	# Student Employees	0
I.E.3	Full-time to Part-time ratio % of Full-time Faculty Compared to % Part-time Faculty Teaching	39.9% full time 26.8% part time
I.E.4	# Staff Employees	0
I.E.5	Changes in Employees/Resources	The full time WMST faculty was on PDL for one quarter last year
	Enrollment	
II.A	Enrollment Trends	Enrollment in WMST classes has increased steadily in the last three years from 519 in

		2015-16 to 604 in 2017-2018 to 666 students in 2018-2019. There is a five year increase of 494%.
II.B	Overall Success Rate	Our overall success rate has remained relatively stable - 67% in 2017-2018, to 66% in 2018-2019.
II.C	Changes Imposed by Internal/External Regulations	Because we are unable to offer classes that have low enrollment, (less than 45 students) we have not been able to offer the full range of WMST classes. This has NOT resulted in decreased overall enrollment, but it will impact the number of students who can complete our Certificate. The WMST department can certainly sustain an added 3 classes per year, bringing our total to 18 classes in the 3 quarters.
	Equity	
III.A.1.	Growth and Decline of Targeted Student Populations: 2018-19 Enrollment	African American students – 8% - this is a decline from 11% last year, but may reflect the overall De Anza demographics Latinx students – increased to 43% from 38% - a significant increase, much based on the popularity of our "La Mujer: Latina Life and Experience" class Filipinx students – increased from 6% to 8%
III.A.2	Targeted Student Populations: Growth and Decline	Our Latinx population # has grown significantly and our Filipinx student population has increased slightly.
III.B.1.	Closing the Student Equity Gap: Success Rates	What are the success rates reported on your **2018-19** Program Review Data sheets for each of the following populations? - African American: 36% - Latinx: 61% - Filipinx: 56% - Pacific Islanders:64% - Asian:85% - White:76%
III.B.2	Closing the Student Equity Gap: Withdrawal Rates	What are the withdraw rates (list withdraw rates from **2018-2019** Program Review Data sheets) for each of the following populations? - African American: 36% - Latinx: 18% - Filipinx: 27% - Pacific Islander: 36% - Asian: 8% - White: 13%
III.B.3	Closing the Student Equity Gap:	2014-15, 3%

	2018-2019 Gap	2015-16, 9% 2016-17, 12% 2017-18, 21% 2018- 19 – 18%
III.C	Action Plan for Targeted Group(s)	Our department and the entire IIS division are seriously committed to achieving student equity. Some of our strategies include, improving online pedagogy, scaffolding assignments thoughtfully, requiring routine submission by students and providing timely and thorough feedback, requiring affordable textbooks, exploring best practices with colleague, having a consistent schedule for online work, teaching "studenthood" in all our classes, sending regular messages to follow up with students on their progress.
III.D	Departmental Equity Planning and Progress	
III.E. Yes/No Box	Assistance Needed to close Equity Gap	
II.F. Drop down box with goals	Integrated Plan goals: current student equity data and action plan	
	Assessment Cycle	
IV.A	PLOAC Summary	
IV.B	SLOAC Summary	85%
	Resource Requests	
V.A	Budget Trends	See dean's summary.
V.B	Funding Impact on Enrollment Trends	
V.C1	Faculty Position(s) Needed	None
V.C.2	Justification for Faculty Position(s):	N/A
V.D.1	Staff Position(s) Needed	N/A
V.D.2	Justification for Staff Position(s):	N/A
V.E.1	Equipment Requests	None
V.E.2	Equipment Title, Description, and Quantity	N/A
V.E.3	Equipment Justification	N/A
V.F.1	Facility Request	N/A
V.F.2	Facility Justification	N/A
V.G.	Equity Planning and Support	

February 24, 2020

V.H.1	Other Needed Resources	Funding to support three adjunct instructors' participation in professional development meetings at least once per quarter: $900.
V.H.2	Other Needed Resources Justification	To share best practices aimed at raising the success of our targeted groups.
V.J.	"B" Budget Augmentation	
V.K..1	Staff Development Needs	
V.K.2	Staff Development Needs Justification	
VI.	Closing the Loop	
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