Student Services and Administrative Operational Annual Program Review and Planning Update Form Fall 2024

## BACKGROUND:

**Program review is an integral part of the campus planning process. As programs and areas monitor their progress on the current comprehensive four-year program review, changes in need and scope can be expected. This Annual PR Update form is designed to outline and request modifications to the current program review that occur between comprehensive four-year review cycles, as needed.**

**Examples of a requested change include new information such as action plans, outcomes modifications, personnel changes, technology needs, and capital expenditures requirements. As programs and areas monitor their progress on the previous comprehensive four-year program review, the form provides the basis to suggest a change in plans and processes to improve student success and institutional effectiveness.**

## SUBMISSION:

**Program:**

LGBTQIA2S+ Resource Program

**Principal Author(s):**

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**Manager:**

Flor Huerta

**Submission Date:**

12/05/2024 9:10:59 AM

**Author Signature:**

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| Electronically signed by Flor Huerta on 12/05/2024 9:10:59 AM |

# Part 1: Review of Data

1. **List the outcomes from your Fall 2022 self-study. Which outcomes has your program assessed in the last year and/or which do you plan to assess in the coming year?**

(1) The LGBTQIA2S+ Resource Program will provide at least 3 events per semester that promote LGBTQIA2S+ community connections and visibility for students. We will see a 25% increase in attendance of students at these events.

We assess this outcome at the end of each semester. In our Fall 2023 PR, we saw a 50% attendance increase to our Loud & Proud Processing Group and a 75% attendance increase to our Queer Social Mixers. With our Spring 2024 data review, we see this pattern sustained and remain the same.

(2) Establish an LGBTQIA2S+ Scholars Program and have 30 students enrolled and keeping a 60% engaged rate

In Spring 2024 we launched our scholar's program which we have continued in Fall 2024. In Spring 2024, we had 31 scholars enrolled with an 85% completion rate surpassing our engagement rate. This Fall 2024, we have 39 students enrolled and will review engagement rate in Winter 2025.

(3) The LGBTQIA2S+ Resource Program will collaborate with the college to create systems to better identify LGBTQIA2S+ students so we can directly access and support them.

This goal is in progress and has not been fully assessed as efforts are being made on campus and across the district. At the moment, our program only has access to self-disclosed information from our interest form and VTEA data from fall 2024 which only has emails and names, but no Banner IDs. We are continuing to advocate for individualized data of our students because there are thousands of students we aren’t reaching because we don’t have access to data to know who they are. This limitation restricts the support we can offer our LGBTQIA2S+ students.

(4) The LGBTQIA2S+ Resource Program will hire a FT Program Coordinator

A full-time Special Projects Manager (SPM) was hired in July 2024, but this is still not meeting our FT Program Coordinator goal set in 2022. While we are grateful for full-time support, the SPM position is temporary, and we need permanent full-time support in the form of a Coordinator for our LGBTQIA2S+ program.

1. **What changes, if any, have been made to your program or outcomes as a result of outcomes assessment?**

We continue to be a responsive program to our LGBTQIA2S+ student needs as we learn and grow. Based on our current and previous assessments, we are steadily meeting all our program outcome goals from the Fall 2022 self-assessment except for the full-time Coordinator. We will continue to advocate for this permanent position for our LGBTQIA2S+ students.

1. **How is your area collecting or working to collect disaggregated, student-level outcomes assessment data?**

We collect attendance at our monthly events, review our academic counseling appointment data, and our therapist wellness check-ins. We review and disaggregate this data at the end of each semester to review our in-reach growth efforts and outcomes.

Our LGBTQIA2S+ Scholars have been tagged in Banner through A&R so that we can run ARGOS reports to monitor their student success. We additionally have created an LGBTQIA2S+ Scholars cohort on Starfish to create connections for them across campus as we track their success.

With support from OIE, we received our first disaggregated contact info from students from Fall 2024 that opted in through the VTEA survey when they registered at Fullerton College. This is the first time in the history of our program we’ve been able to receive a contact list that is not self-generated through program outreach from the college or district. This data is limited though due to Banner ID not being listed on the VTEA report so assessing outcomes becomes more challenging with omitted information.

# Part 2: Additional Resource Request Reasoning and Support

**We have reviewed our most recent self-study and have not identified any significant changes that necessitate resource requests for the upcoming academic year.**

**We have reviewed our most recent self-study and have identified significant changes that necessitate additional resource requests.**

**For programs that have identified significant changes that necessitate additional resource requests, answer the following questions for each separate resource request:**

1. **Briefly describe your resource request.**

A FT Special Projects Manager was approved in June 2024 for the LGBTQIA2S+ Resource Program. The FT Special Projects Manager only provides a temporary, 2-year FT position to the LGBTQIA2S+ Resource Program. A FT Coordinator position is still needed in the LGBTQIA2S+ Resource Program. Created in November 2021, the LGBTQIA2S+ Resource Program was the only resource program in Student Development and Engagement without a FT Coordinator. The FT Special Projects Manager is a temporary solution to this ongoing issue.

1. **Is this request related to an essential safety need?**

No

**Why must this resource request be processed now rather than during the Fall 2026 comprehensive self-study?**

The temporary 2-year Special Project Manager position contract ends in July 2026. It is part of our Program Review plan to have a FT Coordinator for the LGBTQIA2S+ 2026 – 2027 review. The temporary position is being funded by grant funds from the State of California that are only guaranteed through 2025-2026. Additionally, full-time approvals and hires take time, so it's important we work towards this goal now to ensure timely approval and hiring for this position.

**How will this additional resource allocation specifically enhance your program’s services, activities, processes, etc. to continue or improve student learning and achievement?**

We are currently limited by staff hours in our ability to support students. With one FT lead, a PT academic counselor, a PT wellness associate, and a PT student assistant, we are limited by our staff hours in our ability to support students with the smallest SDE team for one of the largest populations to serve.

The LGBTQIA2S+ Resource Program aims to serve 2,500 identified students that share intersections across all populations and programs. There should be equitable staffing across all the Student Development and Engagement programs to guarantee LGBTQIA2S+ student success, sense of belonging, and further visibility on campus.

**Is the resource request personnel-related? If so, please provide evidence to justify the requested positions such as retirements, program growth or curricular demands, full-time/adjunct ratios, etc.**

Receiving funding for the FT Coordinator would allow us to utilize state grant money to hire further support for LGBTQIA2S+ students, allowing us to enhance and extend our services to reach a larger population to increase student support related to wellness, academic support, and engagement.

With additional staffing support, we can expand our wrap-around services dedicated to our student success – such as increasing participation in our Scholars program beyond its current limited capacity – and offer increased service hours and programming, while allowing our FT staff to further identify institutional barriers, make recommendations to mitigate inequities, and increase program in reach and outreach.

**How will this additional resource allocation help you serve the college mission or strategic initiatives, and your program’s goals for improvement, as stated in your last self-study?**

Ensuring the existence of a full-time permanent LGBTQIA2S+ Resource Program employee through institutional means is an important symbolic step to affirming the existence and visibility of LGBTQIA2S+ folks at Fullerton College. This aligns with the campus’s commitment and core values to diversity, equity, and inclusion and the Student Equity and Achievement Plan.

Our LGBTQIA2S+ Resource Program has provided a brave space for students to come out, exist in queer community for the first time in their lives, and access enthusiastic care for their identity they often are unable to experience in their homes. We need additional support to expand our program, stabilize our staff, and increase services to serve at-risk trans and gender non-conforming folks, especially during these tough political times for our students

This will certify we achieved our program goal of “The LGBTQIA2S+ Resource Program will hire a FT Program Coordinator” by 2026.

**For each separate resource request, complete this chart with the itemized requested dollar amount:**

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| --- | --- |
| **Type of Resource** |  |
| Personnel | Classified |
| Facilities |  |
| Supplies |  |
| Computer Hardware |  |
| Computer Software |  |
| Training |  |
| Other |  |
| **Total Requested Amount:** | Student Services Coordinator (43) salary and benefits |

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| --- |
| **Is the funding requested ongoing or one-time funding?**  Ongoing |
| **Is the funding requested for**[**enrollment and reengagement activities?**](https://ie.fullcoll.edu/wp-content/uploads/sites/27/2024/05/ER-2.0-Program-Review-Guide.pdf)  Yes |