

Instructional Program Review Four Column Report

Program Review - Anthropology

Mission Statement: Students enrolled in anthropology courses at Moreno Valley College will gain a holistic, integrated, and comparative understanding of human biological, sociocultural, and linguistic diversity. The mission of the anthropology discipline at Moreno Valley College is to provide our students with exposure to the richness and variety of human life, thus giving them new perspectives and a greater respect for human differences, while at the same time promoting cultural awareness and critical-thinking skills.

Has mission statement changed since last review?: No

If yes, please explain why.: N/A

Align your discipline mission to college mission: 1. challenges, and empowers our diverse, multicultural community of learners to realize their goals;

Semester submitted: Fall 2015

Major developments and changes: This mission statement was written in Fall 2013. There was no mission statement given in the previous Comprehensive Instructional Program Review in 2011. The discipline has had 3 new courses added to the MVC catalog: ANT 3 "Prehistoric Cultures, ANT 5 "Ancient Cultures of Mexico", and ANT 6 "Archaeology". As of Fall 2015, all of these new courses have been entered into the course rotation and are active.

Year One Objectives: Develop Honors ANT 2 "Cultural Anthropology" COR and take through curriculum.

Status of Year One Objectives: New

Year Two Objectives: Implement Honors ANT 2 course - get it into the Honors rotation.

Status of Year Two Objectives: New

Year Three Objectives: Implement ANT 1 lab course (currently is in the beginning stages of COR being written at Norco college with feedback from the other two colleges).

Status of Year Three Objectives: New

Year Four Objectives: Update course rotations to reflect new courses and the Anthropology ADT as it stands at that time.

Status of Year Four Objectives: New

<i>List Program Objectives or Data</i>	<i>Describe Objectives or Data</i>	<i>Evaluation of Objective and/or Data Analysis</i>	<i>Action Plans</i>
<p>Implement Anthropology Curriculum</p> <ul style="list-style-type: none"> - 1. Full, rotating, implementation of ANT courses 2. Hire specialized faculty to effectively teach these courses. 3. Identify and utilize resources that will improve student success. 4. Develop ANT courses (and methods of delivery) to enhance ANT program and meet MVC's 	<p>Directly related to Outcome</p>	<p>Report Submitted: 2014 - 2015 (Spring 2015) Performance Target Met: Yes Anthropology now offers a full complement of courses that will support transfer (ADT) and general educational needs of students. All ANT classes in the MVC catalog are offered as of 2014-2015 on a rotating yearly basis so that students can count on any ANT class they might need offered each year. Disciplinary faculty, which now includes 3 new part-time instructors, communicate frequently and work together prior to the beginning of each semester to</p>	<p>Action Plan: ANT 2 (Cultural Anthropology) will have an online section option in Fall 2015 for the first time, to make the course available to students who have work schedules or other issues that make it difficult to take a face-to-face course. We will also continue to work as a discipline to offer courses at a variety of times</p>

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<p>institutional goals. Objective Status: Completed Type: Other types of Objectives Start Date: 08/25/2014</p>	<p>Directly related to Outcome</p>	<p>coordinate assessment plans. Efforts have been made this past year to offer ANT courses in a wider variety of day/time slots, including a Friday class, evening class, and early morning to late afternoon. The ANT 1 (Physical Anthropology) options in Spring 2015 included an online course for the first time, with plans to also offer it online in Summer 2015. ANT 2 (Cultural Anthropology) will have an online section option in Fall 2015. (05/08/2015) Notes/Reflections: Identifying and utilizing resources to improve student success is not considered a goal that is ever completely "met" because it is an ongoing process.</p>	<p>and to explore possible new courses to add to the catalog. (05/15/2015) Action Plan Number: 1 Follow-Up: ANT 2 is being offered online for the first time in Fall 2015. It is filled to capacity. We also are offering two additional sections that are traditional face-to-face classes. (09/24/2015) Follow-Up: ANT 2 (Cultural Anthropology) will have an online section option in Fall 2015 for the first time, to make the course available to students who have work schedules or other issues that make it difficult to take a face-to-face course. We will also continue to work as a discipline to offer courses at a variety of times and to explore possible new courses to add to the catalog. (05/19/2015)</p>
	<p>College Catalog - Full, rotating implementation of ANT courses in MVC Anthropology Curriculum Performance Target : Offer on a rotating basis all of the ANT courses so that within a two-year period every course is offered at least once. Changes to Performance Target (if applicable): In Fall 2011, at the time of the last CIPR, ANT 8 "Anthropology of Religion" was in the MVC catalog but had never been offered. It has since been offered twice (Fall 2013 and Fall 2014). There are, as of Spring 2015, three additional courses in the MVC</p>	<p>Report Submitted: 2014 - 2015 (Spring 2015) Performance Target Met: Yes Anthropology now offers a full complement of courses that will support transfer (ADT) and general educational needs of students. All ANT classes in the MVC catalog are offered as of 2014-2015 on a rotating yearly basis so that students can count on any ANT class they might need offered each year. (05/08/2015)</p>	<p>Action Plan: Continue to offer full complement of ADT-supporting courses on a yearly rotating basis. (05/15/2015) Follow-Up: ANT ADT offered for first time in Fall 2015, and full complement of ADT-supporting courses are being offered this academic year. (09/24/2015) Follow-Up: Full complement of ADT-supporting courses are planned for Fall 2015. (05/19/2015)</p>

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	<p>catalog: ANT 3 "Prehistoric Cultures", ANT 5 "Ancient Cultures of Mexico", and ANT 6 "Archaeology". ANT 3 was offered for the first time in Fall 2014; ANT 5 will be offered for the first time in Spring 2015, and ANT 6 was offered for the first time in Fall 2013 and is being offered for a second time in Spring 2015.</p> <p>Hire specialized ANT faculty.</p> <p>Performance Target : Hire part-time faculty to effectively teach the ANT courses in the MVC catalog. These are especially needed for ANT 3 "Prehistoric Cultures", ANT 5 "Ancient Cultures of Mexico, ANT 7 "Archaeology", and ANT 8 "Linguistic Anthropology".</p> <p>Changes to Performance Target (if applicable): In 2011, at the time of the last CIPR, there was only one (full-time) anthropology faculty member teaching at MVC. This changed in Fall 2013, when a part-time faculty member came in to teach ANT 2 (when a new course was added to the course schedule at a late date). In Spring 2014, we had one part-time faculty member (late-start class), and in Fall 2014, two part-time faculty members taught for us. In Spring 2015, there will be three part-time faculty members teaching for MVC.</p>	<p>Report Submitted: 2014 - 2015 (Spring 2015)</p> <p>Performance Target Met: Yes</p> <p>Since last academic year, we have hired three new part-time faculty members who are able to teach both basic ANT courses (ANT 1 Physical and ANT 2 Cultural) as well as specialty courses such as ANT 3 "Prehistoric Cultures", ANT5 "Ancient Cultures of Mexico" ANT7 "Archaeology", and ANT8 "Linguistic Anthropology". Each of these faculty members teaches at least one course per semester, so they help provide coverage of all of the ANT courses in the new yearly ANT rotation, but in two specific courses (ANT3 and ANT5), have the specialized training and background that is necessary to effectively teach the courses. (05/08/2015)</p> <p>Notes/Reflections: One concern is that the yearly rotation may be impacted if one or more of these part-time faculty members become unavailable for any reason. It is not easy to find people who can teach ANT 3 or ANT 5. When it becomes a viable solution to hire a second full-time faculty member in ANT, we will need to make sure that the incoming person has specialization in these areas, as well as Archaeology. We have also found that there are very few people who have the appropriate training and are comfortable in teaching ANT 8 (Linguistic), so that is a challenge.</p>	<p>Action Plan: Since last academic year, we have hired three new part-time faculty members who are able to teach both basic ANT courses (ANT 1 Physical and ANT 2 Cultural) as well as specialty courses such as ANT 3 "Prehistoric Cultures", ANT5 "Ancient Cultures of Mexico" ANT7 "Archaeology", and ANT8 "Linguistic Anthropology". Each of these faculty members teaches at least one course per semester, so they help provide coverage of all of the ANT courses in the new yearly ANT rotation, but in two specific courses (ANT3 and ANT5), have the specialized training and background that is necessary to effectively teach the courses.</p> <p>**All three faculty are scheduled for Fall 2015 (05/19/2015)</p> <p>Follow-Up: The part-time instructor who was working for MVC 2014-2015 to specifically handle ANT 5, and who could also teach ANT 1, has left MVC as of June 2015. She has a one-year postdoc, and it is unclear whether</p>

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	<p>Direct: Institutional Research or Other Data - All ANT courses that are listed in the MVC catalog are offered on a yearly rotating basis as of 2014-2015 academic year, and we are continuing the rotation into next academic year. Three part-time faculty members have been hired since 2014 to address the teaching needs for these varied courses, and these faculty members have done well, being monitored through the Improvement of Instruction process as well as through student evaluations and SLO assessments which demonstrate student learning. The discipline continues to work on improving student success through the SLO assessment process as well as by working collaboratively and sharing ideas and resources. There are plans to work on an ANT2 (Cultural Anthropology) Honor section, and an ANT 1 laboratory section is in the early stages of COR development.</p> <p>Performance Target : We want to ideally offer 100% of the ANT courses each year. If there are</p>	<p>Report Submitted: 2014 - 2015 (Spring 2015) Performance Target Met: Yes 100% of the ANT courses were offered in 2014-2015, as planned. (05/19/2015)</p>	<p>she will be back in Fall 2016. In the meantime, we have one instructor who can easily handle any extra sections of ANT 1, as well as ANT 3 (Prehistoric Cultures) or ANT 6 (Archaeology). We will need to find someone who can cover ANT 5 (Ancient Cultures of Mexico) in the Spring of 2016. (09/24/2015)</p> <p>Action Plan: Continue to offer 100% of the ANT courses each year. As stated in May, every attempt will be made to do so, and certainly never longer than every other year, to ensure that anyone who is signed up for the ADT in Anthropology will be able to get every needed course within a two-year cycle. (09/24/2015) Action Plan Number: 1</p>

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	<p>issues, such as funding, which preclude that, then we still will make sure that 100% of courses are offered in a rotation that is never any longer than every other year, so that students who end up signing up for the ANT ADT (Associate Degree for Transfer) will be able to take all required classes within the span of two years.</p>		
<p>Success Rates by Course for Ethnicity, Age and Gender - Analyze course success rates by Ethnicity, Age and Gender Objective Status: Completed Type: Data Analysis Start Date: 05/15/2015</p>	<p>Direct: Institutional Research or Other Data - SUCCESS RATES Overall Success Rate for MVC (all disciplines) is 2013-2014 was 71.9%</p> <p>The Success Rate for Anthropology discipline in the same time frame was 86.5%. A total of 774 students succeeded out of 895 students enrolled for the year.</p> <p>ETHNICITY In all MVC disciplines during this period, there are significant differences in Success Rate if students are broken down by ethnicity. Students who are identified as "White" had a Success Rate of 80.8% during this time frame, as opposed to the 61.5% Success Rate of students identified as "African American/Black". This is a 19.3% difference. These numbers reflect a slight gain since 2009-2010, when there was a 21.5% difference between Success Rates in the two groups. While it is encouraging to have measurable gains, the rate of</p>	<p>Report Submitted: 2014 - 2015 (Spring 2015) Performance Target Met: Yes We have surpassed the minimum Success Rate of 75% with a rate of 86.5% across all ANT courses. (05/19/2015)</p>	<p>Action Plan: Continue to monitor success rates with respect to ethnicity, age, and gender. If any significant changes are noted, we will examine the causes and make adjustments to instruction and/or the ANT program as appropriate. (09/29/2015)</p> <p>Follow-Up: It is too early this year to monitor these elements, but each spring, as new data is available, we will continue to examine the statistical data. (09/29/2015)</p> <p>Action Plan: Continue to work toward maintaining current overall Success Rate of 86.5%, with an eye to increasing Success Rates with regard to disparities in particular courses. (09/29/2015)</p> <p>Follow-Up: We will follow up on this action plan as we move into 2015-2016 and beyond, with an eye to maintaining and eventually increasing success rates. (09/29/2015)</p>

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progress is slow. MVC will need to continue to work on closing this gap.

The Anthropology discipline had an overall Success Rate of 86.5% across all ANT courses. In this discipline, there is very little difference in Success Rates between ethnic groups. The highest-scoring group, identified as “Hispanic/Latino”, was 87.6%, and the lowest-scoring group, identified as “African American/Black” was 82.4%. There is only a 5.2% gap between these two groups, and every other group scores between 84.2-86.4%. This may be related to the discipline itself, which approaches the study of people from a cultural perspective, and acknowledges history, socioeconomic status, and politics in understanding inequality. It may also have something to do with discussions, assignments, and activities done both in and out of the classroom which help students to better understand themselves and others. Students build a community within the discipline that seems to have a positive effect on their enthusiasm and confidence in learning about the subject.

AGE

In all MVC disciplines during this period, the average Success Rate with regard to age is 71.9%. Of all groups, the one with most success is 35-39 years of age, with a Success

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	<p>Rate of 76.9%, and following close behind is the 30-34 years of age group, with a Success Rate of 76.6%. The group with the lowest Success Rate is actually 20-24 years of age, at 69.1%. It is interesting to note that the youngest group, 19 and below years of age, is higher than this group, at 71.7%. This may be due to the fact that the youngest group, many of whom are in one of the high school programs (Nuview of Middle College), may have more structure and assistance in completing their goals. These students have progress reports signed by their faculty and the program that they are enrolled through offers oversight, especially for students who are not doing well academically. Students in the 20-24 age range, however, have much more independence but also lack in some of the built-in support structures that younger students get, while also lacking the social skills and help-seeking facility that older students may have gained through experience.</p> <p>Along these same lines, it is interesting to note that in the Anthropology discipline, it is also the older students who have the highest success rates in general. On average, across all ANT courses, there is an 86.5% Success Rate with respect to age. The 40-49 age group is 90.9%, followed closely by the 50+ group at 88.2%</p> <p>Among specific ANT disciplines, the</p>		

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exact same trend is seen in ANT 2 (Cultural Anthropology). It would seem that having had more life experience lends itself to a better understanding of different cultures and ways of life, and this translates to a Success Rate of 100% for the 40-49 age group, and an 88.9% for the 50+ and 30-34 age group.

In courses such as ANT 4 (Native American Cultures) and ANT 6 (Archaeology), the best performances are in the students between 25-50+, at 100% Success. In ANT 4, the lowest Success Rate by far is in the 20-24 age group, at 57.1%. It is not apparent exactly what the issue is with this group in particular, though judging from completely subjective assessment from in-class discussions and assignments, there is a tendency for this age group to hold some ill-informed and stereotypical views of Native peoples, particularly with regard to the (supposed) extreme wealth and privileged access to free governmental perks. These are addressed in the course, but not until relatively late in the line-up. Perhaps addressing stereotypes early in the course, then covering history, and then bringing it back around to contemporary issues, will put all students in a more open frame of mind. Students who perceive themselves to suffer from socioeconomic deficits and lack of privilege in general express envy or

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frustration that Native peoples are getting a free ride. While inherently wrong, their resentment very well may keep them from wanting to succeed completely in the class. When the course is offered again in Fall 2015, this issue of stereotypes will be dealt with early in the semester.

In ANT 1 (Physical Anthropology), the 35-39 age group is highest at 100%, with the second being 19 or younger at 90.2%. The young group most likely does so well because many of the biological and scientific topics covered in Physical Anthropology have been covered, at least in a general way, in their high school classes. They have familiarity with at least some of the topics, and are typically familiar with the scientific method and general philosophies of scientific inquiry. Students 50+, however, have the lowest Success Rate in this course at a still-respectable 80%. For many of these older students, who have commonly returned to school after a significant gap in their education, much of the science, biology, and basic math are not as familiar and immediate. They will express that they have not studied some of these topics for some time, and may not have the same confidence that the youngest students have.

GENDER

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	<p>In all MVC disciplines during this period, the Success Rate with correlation to gender is 71.9%, with Females at 72.3% and Males at 71.4%.</p>		
	<p>In the Anthropology discipline during this same period, the Success Rate with correlation to gender is 86.5%, with Females at 87.9% and Males at 84.1%. Perhaps this higher-than-average Success Rate for both correlates with the subject matter of the ANT courses, which are inclusive and supporting to these two genders. It is interesting to note that females outperform males in all of the ANT courses (in the case of ANT 4 by 12.4%!) except for ANT 8 (Culture and Language). In this particular course, the males had a 95.5% Success Rate in comparison to “only” 84.5% for females. Though lower than males, for reasons that are not known but will be examined when the class is offered again in Fall 2015, the female Success Rate is still very high.</p>		
	<p>Performance Target : At minimum, we want to have at least a 75% Success Rate. Ideally, however, we want to maintain an 85% Success Rate. Currently, we are at 86.5% across all ANT courses, and we would like to not lose traction there and at the same time try to address any disparities in particular ANT courses so that overall Success Rates will continue to improve.</p>		

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<p>Summary of SLO Assessment for 2015 Four-Year Reports - Status of SLO Assessment Objective Status: Ongoing Type: Assessment</p>	<p>SLO Assessments - Referring to the "IPR-Report on Assessment" in Ad Hoc Reports, review the SLO Assessment Result Dates to ensure that all SLOs have been assessed in 2012 or later. In narrative form, please describe your progress in assessing your courses and programs over the last four years. Include information about the ways in which you are using assessment results to improve teaching and learning in your courses and/or programs. Performance Target : (1) All SLOs have an Assessment Result Date of 2012 or later. (2) Assessment results are used to improve teaching and learning in your courses and/or programs.</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes All ANT SLO's listed in the "IPR-Report on Assessment" are shown as having assessment dates of December 2013 through May 2015. All ANT SLO Assessment projects have been completed during the four-year cycle and are up-to-date. Each year, plans are made and implemented to ensure that all courses are assessed. Since 2014-2015, ANT faculty are beginning to assess all SLO's during the academic year, so that each year we are completed updated in our information. In SLO's where we do not meet the performance target, there is discussion made as to how to improved teaching and learning for the relate subject matter, and these ideas are implemented in the classroom. We have found that the courses most likely to not meed performance targets in certain SLO's are in the "specialty" courses which demand much more sophistication, so more care is being taken to give students the time and attention they need to assimilate this difficult material. (09/24/2015)</p>	<p>Action Plan: Continue to assess each course every academic year, and utilize the information to improve teaching and learning, especially now that we have an ADT for ANT in place. (09/24/2015) Action Plan Number: 1 Follow-Up: We will follow up with this action plan at the end of the semester, when we collect assessment date, and then in the spring as we start the new semester. (09/24/2015)</p>
<p>Summary of Curriculum Status for 2015 Four-Year Report - Status of Course Outlines of Record (CORs) Objective Status: Ongoing Type: Curriculum</p>	<p>CurricUNET - A major part of the program review process is to complete a thorough review of the Course Outlines of Record (CORs). Referring to the "IPR - Report on CORs and Course Offering/Rotation" in Ad Hoc Reports, review the COR dates to ensure that all CORs are dated 2010 or later. (To make changes to the IPR-Report on CORs, you must return to Course SLO Assessment.)</p> <p>The oldest ANT COR is dated 1/22/2011, with others dated more recently in 2013-2015. It will be time to go through these "older" COR to update them in this next academic year so that they will</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes The oldest ANT COR is dated 1/22/2011, with others dated more recently in 2013-2015. It will be time to go through these "older" COR to update them in this next academic year so that they will continue to be up-to-date. It will also be a good time to also think more about some of the older SLO's, many of which pre-date assessment, and thus were not really conducive to good assessment projects. We have this Fall of 2015 a new anthropology instructor at RCC, Michael Mathiowetz, who is well-versed in the subject areas of several courses that need to be revamped - ANT 3 (Prehistoric Cultures), ANT 5 (Ancient Cultures of Mexico), and ANT 6 (Archaeology). The Anthropology discipline district-wide has had to cope with the loss of knowledge base and disciplinary history when Barbara Hall passed away in 2011. She was the person who originally was involved in the creation of all of the COR's, and it will be good now to have the input of another expert to bring</p>	<p>Action Plan: All CORS are currently up-to-date, though those dated 2011 are due for updating. All COR's will, in the next four years, be updated as per the commentary above. (09/25/2015) Action Plan Number: 4 Follow-Up: We will begin working on the CORs that need updating most urgently. (09/29/2015)</p>

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continue to be up-to-date. It will also be a good time to also think more about some of the older SLO's, many of which pre-date assessment, and thus were not really conducive to good assessment projects. We have this Fall of 2015 a new anthropology instructor at RCC, Michael Mathiowetz, who is well-versed in the subject areas of several courses that need to be revamped - ANT 3 (Prehistoric Cultures), ANT 5 (Ancient Cultures of Mexico), and ANT 6 (Archaeology). The Anthropology discipline district-wide has had to cope with the loss of knowledge base and disciplinary history when Barbara Hall passed away in 2011. She was the person who originally was involved in the creation of all of the COR's, and it will be good now to have the input of another expert to bring everything up to date.

Performance Target : All Course Outlines of Record have a date of 2010 or later. This was verified by checking Curricunet on 9/24/2015. There is no COR in ANT that is older than 2011.

everything up to date. (09/25/2015)

<p>Successful Completion Analysis for 2015 Four-Year Report - Analysis of data on success (2003-2014)</p>	<p>Direct: Institutional Research or Other Data - Referring to the data in your Four-Year Program Review Data Files folder in the Document Repository, please analyze trends in success that you believe are important for your planning and resource needs. Please also include the data file(s) by</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes Successful Completion Successful Completion rates for RCCD have remained relatively steady over the last four years: 2011 67.3% 2012 67.8% 2013 67.1% 2014 65.8%</p>	<p>Action Plan: Work toward maintenance and improvement over the next four years of the success rates for ANT. (09/26/2015) Follow-Up: We will continue to follow up yearly. (09/26/2015)</p>
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	<p>relating it to the document.</p> <p>Successful Completion</p> <p>Successful Completion rates for RCCD have remained relatively steady over the last four years:</p> <p>2011 67.3%</p> <p>2012 67.8%</p> <p>2013 67.1%</p> <p>2014 65.8%</p> <p>Average Successful Completion Rate District-wide RCCD: 67.0%</p> <p>Successful Completion rates at MVC have also remained relatively steady over the last four years:</p> <p>2011 71.6%</p> <p>2012 71.6%</p> <p>2013 70.2%</p> <p>2014 68.2%</p> <p>Average Successful Completion Rate MVC: 70.4%</p> <p>We had a slight downward trend from 71.6% in 2011 to 68.2% in 2014. This downward trend mirrors the average retention rate for RCCD for the last four years. Overall, for each of the four years under investigation, we have at MVC a higher retention rate than the district numbers overall for the corresponding year.</p> <p>Successful Completion rates for MVC ANT students have followed a similarly steady path for the last four years:</p> <p>2011 82.0%</p> <p>2012 78.0%</p> <p>2013 85.2%</p>	<p>Average Successful Completion Rate District-wide RCCD: 67.0%</p> <p>Successful Completion rates at MVC have also remained relatively steady over the last four years:</p> <p>2011 71.6%</p> <p>2012 71.6%</p> <p>2013 70.2%</p> <p>2014 68.2%</p> <p>Average Successful Completion Rate MVC: 70.4%</p> <p>We had a slight downward trend from 71.6% in 2011 to 68.2% in 2014. This downward trend mirrors the average retention rate for RCCD for the last four years. Overall, for each of the four years under investigation, we have at MVC a higher retention rate than the district numbers overall for the corresponding year.</p> <p>Successful Completion rates for MVC ANT students have followed a similarly steady path for the last four years:</p> <p>2011 82.0%</p> <p>2012 78.0%</p> <p>2013 85.2%</p> <p>2014 75.7%</p> <p>Average Successful Completion Rate for MVC ANT Students 2011-2014: 80.2%</p> <p>Over the past four years, we have had a slightly downward trend in retention, matching that of MVC and of the district in general. However, overall we have had a significantly higher average retention in Anthropology than MVC overall (80.2% ANT vs 70.4%)</p> <p>In trying to understand what might be behind this downward trend, especially the relatively significant drop from 2013 to 2014 (85.2% to 75.7%), there are a few possible correlations. One is that we offered new courses during this time period (ANT 3 - Prehistoric Cultures, ANT 6 – Archaeology, and ANT 8 – Linguistic Anthropology). Because these were new to our program, and we also had new Part Time faculty teaching at least one of these</p>	

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	<p>2014 75.7% Average Successful Completion Rate for MVC ANT Students 2011-2014: 80.2%</p> <p>Over the past four years, we have had a slightly downward trend in retention, matching that of MVC and of the district in general. However, overall we have had a significantly higher average retention in Anthropology than MVC overall (80.2% ANT vs 70.4%)</p> <p>In trying to understand what might be behind this downward trend, especially the relatively significant drop from 2013 to 2014 (85.2% to 75.7%), there are a few possible correlations. One is that we offered new courses during this time period (ANT 3 - Prehistoric Cultures, ANT 6 – Archaeology, and ANT 8 – Linguistic Anthropology). Because these were new to our program, and we also had new Part Time faculty teaching at least one of these courses, it is understandable that there was likely a learning curve. Since we are this fall offering ANT 3 for the second time, with the same instructor who taught it before, and the other two courses have now been taught two or three times, we are now at a point where we can give even more focus to student success. Another possible correlation is that we had a significantly higher enrollment from 2011 (367 students) to 2014 (470)</p>	<p>courses, it is understandable that there was likely a learning curve. Since we are this fall offering ANT 3 for the second time, with the same instructor who taught it before, and the other two courses have now been taught two or three times, we are now at a point where we can give even more focus to student success. Another possible correlation is that we had a significantly higher enrollment from 2011 (367 students) to 2014 (470) students, and with higher numbers we may have more attrition.</p> <p>(09/26/2015)</p> <p>Related Documents: MOV ANT PR Data.docx MOV PR Data.docx RCCD PR Data.docx</p>	

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	<p>students, and with higher numbers we may have more attrition.</p> <p>Performance Target : Performance target is an improvement on the already-existing average. Since the Average for the past four years is 80.2%, we want to keep the success rate at that same average or higher.</p> <p>Related Documents: MOV ANT PR Data.docx MOV PR Data.docx RCCD PR Data.docx</p>		
<p>Retention Analysis for 2015 Four-Year Report - Analysis of data on retention (2003-2014) Objective Status: Ongoing Type: Data Analysis</p>	<p>Direct: Institutional Research or Other Data - Referring to the data in your Four-Year Program Review Data Files folder in the Document Repository, please analyze trends in retention that you believe are important for your planning and resource needs. Please also include the data file(s) by relating it to the document.</p> <p>Performance Target : Please state your performance target.</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes Retention</p> <p>Retention rates for RCCD have remained relatively steady over the last four years: 2011 84.6% 2012 85.7% 2013 85.3% 2014 84.4% Average Retention Rate District-wide RCCD: 85.0%</p> <p>Retention rates at MVC have also remained relatively steady over the last four years: 2011 86.6% 2012 87% 2013 87.1% 2014 85.0% Average Retention Rate MVC: 86.4%</p> <p>We had a slight downward trend from 86.6% in 2011 to 85% in 2014. This number matches the average retention rate for RCCD for the last four years. We had two years – 2012 and 2013 – in which retention rates were at a high of 87%. Overall, however, for each of the four years under</p>	<p>Action Plan: Continue to work on keeping the ANT retention trends at or above MVC in general. Overall, ANT discipline would like to increase average retention rates overall by the next time we do a comprehensive four-year report. (09/25/2015)</p> <p>Follow-Up: Follow-up will continue each year as we do yearly assessment. (09/25/2015)</p>

<i>List Program Objectives or Data</i>	<i>Describe Objectives or Data</i>	<i>Evaluation of Objective and/or Data Analysis</i>	<i>Action Plans</i>
		<p>investigation, we have at MVC a higher retention rate than the district numbers overall for the corresponding year.</p> <p>Retention rates for MVC ANT students have followed a similarly steady path for the last four years: 2011 92.1% 2012 89% 2013 91.0% 2014 88.5% Average Retention Rate for MVC ANT Students 2011-2014: 90.2%</p> <p>Over the past four years, ANT had a slightly downward trend in retention, matching that of MVC and of the district in general. However, overall we have had a significantly higher average retention in Anthropology than MVC overall (90.2% ANT vs 86.4%) (09/25/2015)</p>	
<p>Enrollment Analysis for 2015 Four-Year Report - Analysis of data on enrollment (2003-2014) Objective Status: Ongoing Type: Data Analysis</p>	<p>Direct: Institutional Research or Other Data - Referring to the data in your Four-Year Program Review Data Files folder in the Document Repository, please analyze trends in enrollment that you believe are important for your planning and resource needs. Please also include the data file(s) by relating it to the document. Performance Target : Please state your performance target.</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes Successful Completion</p> <p>Successful Completion rates for RCCD have remained relatively steady over the last four years: 2011 67.3% 2012 67.8% 2013 67.1% 2014 65.8% Average Successful Completion Rate District-wide RCCD: 67.0%</p> <p>Successful Completion rates at MVC have also remained relatively steady over the last four years: 2011 71.6% 2012 71.6% 2013 70.2% 2014 68.2% Average Successful Completion Rate MVC: 70.4%</p>	<p>Action Plan: Continue to hone the new courses to improve success rates, and create continuity in terms of the instructors working together to deal with the challenges of developing these courses fully. (09/29/2015)</p> <p>Follow-Up: Will continue to follow-up in the spring assessment and each year. (09/29/2015)</p>

<i>List Program Objectives or Data</i>	<i>Describe Objectives or Data</i>	<i>Evaluation of Objective and/or Data Analysis</i>	<i>Action Plans</i>
		<p>We had a slight downward trend from 71.6% in 2011 to 68.2% in 2014. This downward trend mirrors the average retention rate for RCCD for the last four years. Overall, for each of the four years under investigation, we have at MVC a higher retention rate than the district numbers overall for the corresponding year.</p> <p>Successful Completion rates for MVC ANT students have followed a similarly steady path for the last four years: 2011 82.0% 2012 78.0% 2013 85.2% 2014 75.7%</p> <p>Average Successful Completion Rate for MVC ANT Students 2011-2014: 80.2%</p> <p>Over the past four years, we have had a slightly downward trend in retention, matching that of MVC and of the district in general. However, overall we have had a significantly higher average retention in Anthropology than MVC overall (80.2% ANT vs 70.4%)</p> <p>In trying to understand what might be behind this downward trend, especially the relatively significant drop from 2013 to 2014 (85.2% to 75.7%), there are a few possible correlations. One is that we offered new courses during this time period (ANT 3 - Prehistoric Cultures, ANT 6 – Archaeology, and ANT 8 – Linguistic Anthropology). Because these were new to our program, and we also had new Part Time faculty teaching at least one of these courses, it is understandable that there was likely a learning curve. Since we are this fall offering ANT 3 for the second time, with the same instructor who taught it before, and the other two courses have now been taught two or three times, we are now at a point where we can give even more focus to student success. Another possible correlation is that we had a significantly higher enrollment from 2011 (367 students) to 2014 (470) students, and with higher numbers we may have more attrition.</p> <p>(09/29/2015)</p>	

List Program Objectives or Data	Describe Objectives or Data	Evaluation of Objective and/or Data Analysis	Action Plans
<p>Efficiency Analysis for 2015 Four-Year Report - Analysis of data on efficiency (2010-2014) Objective Status: Ongoing Type: Data Analysis</p>	<p>Direct: Institutional Research or Other Data - Referring to the data in your Four-Year Program Review Data Files folder in the Document Repository, please analyze trends in efficiency that you believe are important for your planning and resource needs. Please also include the data file(s) by relating it to the document.</p> <p>Efficiency Efficiencies for RCCD have remained relatively steady over the last four years: 2011 546.29 2012 554.15 2013 545.31 2014 538.35 Average Efficiencies District-wide RCCD: 546.03</p> <p>Since the standard number is 525 WSCH/FTEF, having an efficiency ratio of 546.03, on average, is right on target. There has been a trend since 2012 at the district, college, and discipline levels, of a drop in efficiencies.</p> <p>Efficiencies for MVC have also remained relatively steady over the last four years: 2011 482.81 2012 492.00 2013 486.02 2014 477.58 Average Efficiencies for MVC:</p>	<p>Report Submitted: 2015 - 2016 (Fall 2015) Performance Target Met: Yes Efficiency</p> <p>Efficiencies for RCCD have remained relatively steady over the last four years: 2011 546.29 2012 554.15 2013 545.31 2014 538.35 Average Efficiencies District-wide RCCD: 546.03</p> <p>Since the standard number is 525 WSCH/FTEF, having an efficiency ratio of 546.03, on average, is right on target. There has been a trend since 2012 at the district, college, and discipline levels, of a drop in efficiencies.</p> <p>Efficiencies for MVC have also remained relatively steady over the last four years: 2011 482.81 2012 492.00 2013 486.02 2014 477.58 Average Efficiencies for MVC: 484.60</p> <p>We had a downward trend from 492.00 in 2012 to 477.58 in 2014. This trend matches the drop in efficiencies for RCCD during the same period. The numbers attained by MVC in general are a bit lower than they should be (525 is the target range), so that will be something that all instructors across the disciplines will need to work on.</p> <p>Efficiencies for MVC ANT courses have followed a similarly steady path for the last four years: 2011 1,039.83 2012 1,012.71</p>	<p>Action Plan: Continue to monitor efficiencies and analyze any trends that become apparent. We would like to retain our high efficiencies established over the last several years. (09/29/2015)</p> <p>Follow-Up: We will follow up on this in our spring 2016 assessment, and in the next several years. (09/29/2015)</p>

<i>List Program Objectives or Data</i>	<i>Describe Objectives or Data</i>	<i>Evaluation of Objective and/or Data Analysis</i>	<i>Action Plans</i>
	<p>484.60 We had a downward trend from 492.00 in 2012 to 477.58 in 2014. This trend matches the drop in efficiencies for RCCD during the same period. The numbers attained by MVC in general are a bit lower than they should be (525 is the target range), so that will be something that all instructors across the disciplines will need to work on.</p> <p>Efficiencies for MVC ANT courses have followed a similarly steady path for the last four years: 2011 1,039.83 2012 1,012.71 2013 920.13 2014 887.78 Average Efficiencies for MVC ANT Courses 2011-2014: 965.11</p> <p>Over the past four years, we have had a downward trend in Efficiencies for MVC ANT courses, from 1,039.83 in 2011 to 887.78 in 2014. Up until 2013, ANT typically offered seven courses per semester. Offering only seven courses tended to give us enrollments that swelled all the way up to 70 students, averaging somewhere in the mid-60's. With these numbers, the Efficiencies were quite high – all the way up to 1,012.71 -1,039.83. Starting in 2013, however, we began offering new ANT courses that were in our catalog, getting into readiness for the upcoming ADT in ANT that was being prepared. When we did that,</p>	<p>2013 920.13 2014 887.78 Average Efficiencies for MVC ANT Courses 2011-2014: 965.11</p> <p>Over the past four years, we have had a downward trend in Efficiencies for MVC ANT courses, from 1,039.83 in 2011 to 887.78 in 2014. Up until 2013, ANT typically offered seven courses per semester. Offering only seven courses tended to give us enrollments that swelled all the way up to 70 students, averaging somewhere in the mid-60's. With these numbers, the Efficiencies were quite high – all the way up to 1,012.71 -1,039.83. Starting in 2013, however, we began offering new ANT courses that were in our catalog, getting into readiness for the upcoming ADT in ANT that was being prepared. When we did that, we expanded from seven courses to ten. This necessitated hiring new PT faculty to handle the load. The unfamiliarity of the student body with the new courses, as well as with the new faculty, tended to give us much lower average enrollments in those new courses. Since some of these “specialty” courses are offered only once per year, in rotation, some of them have only been taught once or twice at this time (Fall 2015), so we are still building a “fan base” and more awareness for these courses at MVC. The lower average enrollments, in a few cases less than 30 students, contributed to those falling efficiencies in 2013-2014. We have remained, however, quite a bit above the standard target rate of 525 in the discipline. (09/29/2015)</p>	

<i>List Program Objectives or Data</i>	<i>Describe Objectives or Data</i>	<i>Evaluation of Objective and/or Data Analysis</i>	<i>Action Plans</i>
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we expanded from seven courses to ten. This necessitated hiring new PT faculty to handle the load. The unfamiliarity of the student body with the new courses, as well as with the new faculty, tended to give us much lower average enrollments in those new courses. Since some of these “specialty” courses are offered only once per year, in rotation, some of them have only been taught once or twice at this time (Fall 2015), so we are still building a “fan base” and more awareness for these courses at MVC. The lower average enrollments, in a few cases less than 30 students, contributed to those falling efficiencies in 2013-2014.

Performance Target : The State target for efficiency is 525. Compare your discipline/program's efficiency levels to this State benchmark, including (if applicable) a discussion of course enrollment limitations that may not allow you to achieve the benchmark.

Related Documents:
[MOV ANT PR Data.docx](#)
[MOV PR Data.docx](#)
[RCCD PR Data.docx](#)

IPR - Report on CORs and Course Offering/Rotation with Notes and SLO Status

Course ID	Course Name	SLO Status	Official date of COR in CurricUNET	COR Notes	Course Offering and Rotation Plan
ANT-1	Physical Anthropology	Active	01/22/2013		Fall, Winter, Spring, Summer
ANT-2	Cultural Anthro	Active	01/20/2015		Fall, Spring, Summer
ANT-3	Prehistoric Cultures	Active	05/19/2011		Fall
ANT-4	Native American Cultures	Active	01/22/2013		Fall
ANT-5	Cultures of Ancient Mexico	Active	09/22/2011		Spring
ANT-6	Introduction to Archaeology	Active	01/22/2013		Spring
ANT-7	Anthropology of Religion	Active	01/22/2013		Spring
ANT-8	Language and Culture	Active	01/22/2013		Fall
PR-ANT	Program Review - Anthropology				

IPR - Report on Assessment with SLO Status

Course ID	Course Name	SLO Name	SLO Status	Assessment Result Date
ANT-1	Physical Anthropology	SLO 1	Active	09/10/2014
		SLO 2	Active	09/10/2014
		SLO 3	Active	02/22/2015
		SLO 4	Active	02/22/2015
		SLO 5	Active	09/17/2015
		SLO 6	Active	09/17/2015
ANT-2	Cultural Anthro	SLO 1	Active	09/14/2014
		SLO 2	Active	02/22/2015
		SLO 3	Active	09/14/2014
		SLO 4	Active	09/14/2014
		SLO 5	Active	02/22/2015
		SLO 6	Active	02/22/2015
ANT-3	Prehistoric Cultures	SLO 1	Active	02/22/2015
		SLO 2	Active	02/22/2015
		SLO 3	Active	09/17/2015
		SLO 4	Active	09/17/2015
		SLO 5	Active	09/17/2015
		SLO 6	Active	09/17/2015
ANT-4	Native American Cultures	SLO 1	Active	09/14/2014
		SLO 2	Active	02/22/2015
		SLO 3	Active	02/22/2015
		SLO 4	Active	02/22/2015
		SLO 5	Active	09/14/2014
ANT-5	Cultures of Ancient Mexico	SLO 1	Active	09/16/2015
		SLO 2	Active	09/16/2015
		SLO 3	Active	09/16/2015
		SLO 4	Active	09/16/2015
		SLO 5	Active	09/16/2015
ANT-6	Introduction to Archaeology	SLO 1	Active	12/16/2013
		SLO 2	Active	12/16/2013
		SLO 3	Active	12/16/2013
		SLO 4	Active	09/16/2015
		SLO 5	Active	09/17/2015

Course ID	Course Name	SLO Name	SLO Status	Assessment Result Date
		SLO 6	Active	09/17/2015
ANT-7	Anthropology of Religion	SLO 1	Active	09/12/2014
		SLO 2	Active	09/12/2014
		SLO 3	Active	09/12/2014
		SLO 4	Active	05/19/2015
		SLO 5	Active	05/19/2015
ANT-8	Language and Culture	SLO 1	Active	12/16/2013
		SLO 2	Active	12/16/2013
		SLO 3	Active	12/16/2013
		SLO 4	Active	02/22/2015
		SLO 5	Active	02/22/2015
PR-ANT	Program Review - Anthropology	SLO 1		05/19/2015