

#22

COMPLETE

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First Name: Amy
Last Name: Huie
Email: amy.huie@gcccd.edu
Custom Data: OH
IP Address: 72.220.70.168

Page 1: I. Program Overview and Update

Q1

1. Department(s) Reviewed:

Ornamental Horticulture

Q2

2. Lead Author:

Amy Huie

Q3

3. Collaborator(s) - list of any person that participated in the preparation of this report:

John Thomas, Paul Palacios, George Dowden, Karen Sumek

Q4

4. Dean/Manager(s):

George Dowden

Q5

5. Initial Collaboration Date with Manager/Dean:

Enter the initial date you met **11/21/2023**
with your dean to discuss
your program review using
this format: MM/DD/YYYY

Q6

6. Program Update (Required): Please summarize the changes, additions, and achievements that have occurred in your program since the last program review. You can access 2022 program reviews on the program review webpage.

Leah Rottke left as the OH Program Coordinator in August 2022. Amy Huie stepped in as the temporary coordinator in September 2022 and then as the permanent coordinator in January 2023. Program review has not been completed for the OH department since the comprehensive review that was turned in Fall of 2021.

Paul Palacios was hired as the OH Senior Technician in April 2022 after the position was unfrozen.

Highlights since last review:

- We held two Employer Advisory Board meeting on December 2, 2022, and April 14, 2023
- EEO hiring training completed by Amy Huie Fall 2022.
- WBL Amy Huie completed her WBL Spring 2022 and Katie Seidenwurm completed her Work Based Learning professional development course in the Summer of 2023.
- ITEL through ACUE training completed by Amy Huie in Fall 2022.
- We have advertised program coordinator office hours in all classrooms. Amy has worked with 10 students to develop plans to complete OH classes for certificates. These students along with those who want to complete associates degrees have been instructed to follow up with academic counseling staff.
- Amy worked to enter all certificate pathways and will be speaking with counseling soon to review the information so it can be posted on our website.
- Amy has attended CE strategic scheduling training during professional development to help ensure classes are offered at times that meet the needs of students.
- Amy worked with Heyley Troyer in the IESE office to survey students and gather information to offer classes at times that fit our students' busy schedules.
- Cuyamaca College Botanical Society (CCBS) held welcome-back BBQs for each Saturday lab track in the fall and spring semesters.
- CCBS hosted its 41st annual scholarship banquet at the Prado at Balboa Park on May 16 2023. 28 students received \$21,600 in scholarships given by industry partners, professional organizations, garden clubs, and alumni.
- Floral Design students participated in collaborative art shows with Graphic design and Art to display floral arrangements reflecting showcased art pieces.
- OH participated in several outreach tour and tabling opportunities through the Career Center.
- OH classes held several field trips during labs to industry partners such as Hunter Technologies, San Diego Zoo, Altman Plants, UCSD, and Native West Nursery. OH classes have hosted speakers from Master Gardeners, San Diego County Vector Control, Solana Center, CalPoly SLO, Hunter Irrigation, Associated Professional Landscape Designers, and San Pasqual Valley Soils.

Page 2: II. Assessment and Student Achievement

Q7

7. Did your program complete and submit SLO assessment in the last year? If you are unsure, check the most recent updates on your program's SLO Assessment Updates.

No: Please describe the department's plan to update them: Rachel Polakoski has been working with me to get our SLO Assessments up to date. She offered a training session that instructors in OH attended on 10/25/24. Our department will be holding a SLO preparation work group on 12/18/23 and at the end of each semester in the future.

Q8

7a. Which SLOs did you assess in the last year? If you did not assess in the last year, please share why, including whether your program is experiencing barriers to assessment or data submission, and/or if your program would benefit from outcomes and assessment support.

None

Q9

8. Please share any outcomes assessment projects your program has worked on in the last year, including SLOs on Canvas, PLOs by ACP, Equitable Assessment Strategies (innovative collective/common assessments, project-based, work-based learning, student-centered, etc.), or other.

None

Q10

OPTIONAL: You may upload a copy of any assessment-related documents here. If you have an Excel sheet, please convert it to one of the supported files listed below before submission.

slo%20assessment%20excel%20plan.pdf (184.8KB)

Page 3: II. Assessment and Student Achievement

Q11

9. Please discuss any equity gaps in access or success

Data from Fall 2018-2022 and Spring 2019-2023 were considered. Years that were not previously covered in program review are specifically addressed.

Retention

Fall Total (2018-2022) There were no equity gaps for OH student retention.

Fall 2021 and 2022 There were no equity gaps for OH student retention.

Spring Total (2019-2023) Equity gaps existed for the following OH students: Asian (82%), Hispanic/Latino (83%), Middle Eastern/North African (87%), and Multiple Races/Ethnicities (82%).

Spring 2022 and 2023 Equity gaps existed for the following OH students: Hispanic/Latino, 2022 (89%) and 2023 (89%), and Multiple Races/Ethnicities 2023 (94%).

Success

Fall Total (2018-2022) Equity gaps existed for the following OH students: African-American/Black Non-Hispanic (77%), Hispanic/Latino (73%), Middle Eastern (64%), and Multiple Races/Ethnicities (76%)

Fall 2021 and 2022 There were no gaps for the Fall Semester for the years 2021 and 2022. However, there was a 56% success rate for Middle Eastern/North African students for Fall 2022. This was not flagged but is far below our goal as a department.

Spring Total (2019-2023) Equity gaps existed for the following OH students: African-American/Black Non-Hispanic (73%), Asian (76%), Hispanic/Latino (72%), and Multiple Races/Ethnicities (57%).

Spring 2022 and 2023 Equity gaps existed for the following OH students: Hispanic/Latino, 2022 (80%), 2023 (77%), and Multiple Races/Ethnicities 2023 (63%).

Q12

10. What action will the department or discipline take to address these equity gaps? If equity gaps have been reduced or eliminated, please share what the program did to achieve this. If equity gaps still exist, consider the specific steps your department will take to address equity gaps.

The OH department will continue to encourage our faculty to enroll in professional development to improve classroom practices toward building equity. Upcoming paid opportunities have been shared with faculty including Equity Minded Teaching and Learning Institute (EMTLI), Peer Online Course Review (POCR), and Equity Pedagogy and Practice Academy (EPPA).

Q13

11. How has this data impacted the goals set in your previous comprehensive program review?

Our department will set a goal to work toward reducing all equity gaps by our next comprehensive program review in Fall 2025.

Q14

12. Please describe the most significant or impactful ways your program worked across the college to advance the college's vision of equity, excellence and social justice through education over the past year.

Our program has been very involved in supporting the Kumeyaay Studies project to build a Kumeyaay Village on campus. We have worked closely with the Cuyamaca Cares Program and the Kumeyaay Studies program to share the swing space that was constructed for the OH program during our department's renovation.

Q15

13. What challenges is your program still experiencing due to the disruption of operations caused by the pandemic and the need to offer services in various modalities?

We are fortunate to have been one of the first programs to return to in-person labs with online lectures and then to in-person lectures and labs. Our students appreciate the in-person, hands-on approach our department takes. We were aided in a return to regular operation by a dean, George Dowden and VPI Alicia Munoz, who hesitated to cancel classes, even if they had low enrollment, with the principle that we needed to encourage students to come back without fear of classes being cancelled. From our data, our FTES have increased, our fill rates have increased, and our section offerings increased in Fall 21 and 22 and our Spring offerings are holding steady.

Q16

Respondent skipped this question

OPTIONAL: Please upload any documentation you would like to include as part of your responses to this section of the program review.

Page 4: II. Assessment and Student Achievement continued

Q17

No

11. Does your department offer classes that are approved distance education courses?

Page 5: DE Course Success Rates

Q18

Respondent skipped this question

12. If there were differences in success rates for distance education (online) versus in-person sections of program courses in your last comprehensive program review, what has the department done to address these disparities? If online and in-person sections had comparable success rates, please describe what the program did to achieve that.

Page 6: III. Previous Goals: Update

Q19

Previous Goal 1:

Improve staffing with the addition of a full-time tenure track instructor.

Q20

In Progress - will carry this goal forward into next year

Previous Goal 1:

Page 7: III. Previous Goals: Update continued

Q21

Respondent skipped this question

Please describe the results or explain the reason for deletion/completion of the goal:

Q22

Respondent skipped this question

Do you have another goal to update?

Page 8: III. Previous Goals: Update continued

Q23

Increase hiring and retention of diverse employees to reflect the students and communities we serve

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support? (Check only one)

Q24

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Submit Faculty Position Request Form

Q25

New faculty position

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q26

Yes

Do you have another goal to update?

Page 9: III. Previous Goals: Update continued

Q27

1. Previous Goal 2:

Improve staffing with filling the vacant (frozen) OH Senior Technician position.

Q28

Completed

3. Goal Status

Page 10: III. Previous Goals: Update continued

Q29

Please describe the results or explain the reason for deletion/completion of the goal:

Paul Palacios was hired as the OH Assistant, Senior in April 2022. His classification was then adjusted to Specialty Lab Technician III.

Q30

Yes

Do you have another goal to update?

Page 11: III. Previous Goals: Update (If Applicable) continued

Q31

Respondent skipped this question

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support?
(Check only one)

Q32

Respondent skipped this question

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Q33

Respondent skipped this question

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q34

Respondent skipped this question

Do you have another goal to update?

Page 12: III. Previous Goals: Update continued

Q35

1. Previous Goal 3:

Increase student enrollment to pre-pandemic levels by the 2024-2025 academic year.

Q36

In Progress-will carry this goal forward into next year

3. Goal Status

Page 13: III. Previous Goals: Update continued

Q37

Respondent skipped this question

Please describe the results or explain the reason for deletion/completion of the goal:

Q38

Respondent skipped this question

Do you have another goal to update?

Page 14: III. Previous Goals: Update continued

Q39

Increase equitable access (enrollment)

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support? (Check only one)

Q40

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Request additional faculty member as well as another staff lab technician and an administrative assistant/event coordinator. Submit technology request for laptops we can lend to students who are taking CADD classes.

Q41

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

**New faculty position,
New classified position,
Technology**

Q42

Do you have another goal to update?

No

Page 15: III. Previous Goals: Update continued

Q43

1. Previous Goal 4:

Respondent skipped this question

Q44

3. Goal Status

Respondent skipped this question

Page 16: III. Previous Goals: Update continued

Q45

Please describe the results or explain the reason for deletion/completion of the goal:

Respondent skipped this question

Page 17: III. Previous Goals: Update continued

Q46

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support? (Check only one)

Respondent skipped this question

Q47 **Respondent skipped this question**

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Q48 **Respondent skipped this question**

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Page 18: IV. New Goals

Q49 **Yes**

Would you like to propose any new goal(s)?

Page 19: IV. New Goals continued

Q50

1. New Goal 1:

Hire a second OH Specialty Lab Technician III to meet the demands of our 9 acre site and our numerous hands-on labs that make use of varied specialized technology including pH and EC meters, light meters, motorized landscape equipment, compound and stereo microscopes, irrigation construction equipment, tree pruning and climbing gear, as well as many other specialized tools for the 8 areas in which our department offers certificates and degrees.

Q51 **Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year)**

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q52

3. Please describe how this goal advances the college strategic goal identified above.

An additional Specialty Lab Technician III will allow our department to be better prepared for the many labs we offer. Of our 33 classes, 23 have a lab component. Additionally, our plant identification classes OH 170 and OH 180 are not lab classes but do require planting and maintaining trees, shrubs, annuals, and perennials in our 9 acre field site. With an additional Specialty Lab Tech III, it will be possible for us to improve the lab classes we offer. We currently rely heavily on student lab techs for coordination of lab activities. Our one specialty lab tech has a huge number of tasks to complete to maintain the extensive amount of equipment and tools needed in labs. He also cares for all of the irrigation, plants, and clears trash on our 9 acre site and manages weeds throughout the year.

Q53

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

This goal will help to improve student success in our classes as well as student retention. Our department is very lab-based in our instruction and improving the labs we offer by increasing our staff to the level that will allow us to address all of the equipment and field maintenance needs of our department will ensure our students receive the instruction necessary for them to be competitive when entering the horticulture industry in this are or upon transfer to a four-year program.

Q54

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Complete a request for classified staff for this position.

Q55

6. How will this goal be evaluated?

This goal will be evaluated based on whether we are able to hire a second Specialty Lab Technician III.

Q56

New classified position

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q57

Yes

Do you have another New Goal?

Page 20: IV. New Goals continued

Q58

1. New Goal 2:

Hire an administrative assistant/event planner for Ornamental Horticulture.

Q59

Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year)

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q60

3. Please describe how this goal advances the college strategic goal(s) identified above.

The Ornamental Horticulture Program hosts several events throughout the year that help to foster a strong sense of community and belonging in this department. The events also support and maintain industry connections between our program and the horticultural community in San Diego. This helps students learn about job opportunities and gain familiarity with people and businesses in the industry while they are in the program. Historically, the OH department has played a leading role in hosting the Spring Garden and Butterfly Festival, the Cuyamaca College Botanical Society Scholarship Banquet, a joint field trip between Southwestern Landscape and Nursery Technology and Cuyamaca College Ornamental Horticulture, a turf seminar now known as the Sustainable Turf and Landscape Seminar, welcome back BBQs during the first two Saturday labs and other activities. An administrative assistant/event planner will allow our department to continue these outreach events seamlessly. Previously, an event planner has been hired each year using different funding sources each time. Formalizing this position will reduce repetitive work and the uncertainty of whether we will be able to hold the events.

Q61

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

We have equity gaps in retention and success. Hiring for this position will ensure our 42 year old CCBS scholarship program persists to support our students and will help to continue important outreach and industry events hosted by the OH department that sustain our department's culture of community and industry connection.

Q62

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Submit classified staff request.

Q63

6. How will this goal be evaluated?

This goal will be evaluated based on our classified staff request ranking.

Q64

New classified position

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q65

Yes

Do you have another New Goal?

Q66

1. New Goal 3:

Reduce equity gaps in our program.

Q67

Eliminate equity gaps in course success (passing grade in class)

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q68

3. Please describe how this goal advances the college strategic goal(s) identified above.

This goal exactly matches the college's strategic goal to "Eliminate equity gaps in course success."

Q69

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

This goal was informed by our department's student achievement data during Fall 2018-2022 and Spring 2019-2023

Q70

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Request a second Specialty Lab Technician III. Request CADD laptops. Our department will encourage all staff to participate in EMTLI, ITEL, and WBL training opportunities.

Q71

6. How will this goal be evaluated?

This goal will be evaluated through student achievement data.

Q72

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

**New faculty position,
New classified position,
Technology**

Q73

Do you have another New Goal?

No

Page 22: IV. New Goals continued

Q74 Respondent skipped this question

1. New Goal 4:

Q75 Respondent skipped this question

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q76 Respondent skipped this question

3. Please describe how this goal advances the college strategic goal(s) identified above.

Q77 Respondent skipped this question

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

Q78 Respondent skipped this question

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Q79 Respondent skipped this question

6. How will this goal be evaluated?

Q80 Respondent skipped this question

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Page 24: Final Check

Q81 I am ready to submit my program review

Are you ready to submit your program review? If you would like to go back and review a section, select a section a click "Next."
