Research & Institutional Effectiveness



**Office of Planning, Research & Institutional Effectiveness**

**Program Review - Annual Update**

2022 - 2023

Office of Planning, Research & Institutional Effectiveness - Annual Update

CAN Annual Update Questions (Disciplines)

Office of Planning, Research & Institutional Effectiveness - Goals and Resource Requests

Goals

**Goal Status**

2 - Continuing (PR)

**Goal Title**

Maintain Accreditation Status

**Goal Description**

Facilitate college-wide processes and reporting to maintain the College's excellent accreditation standing with the ACCJC

**Program Review Cycle When the Goal Begins**

2022 - 2023

**Who's Responsible for this Goal?**

Dean Engel

Goals

**Goal Status**

1 - New (PR)

**Goal Title**

Support Equity and Antiracism

**Goal Description**

1. Support and help facilitate College efforts to become an antiracist institution. Develop resources and information tools that allow for personal as well as programmatic and institutional reflection on inequity in student outcomes, disproportionate impacts, and where the College might focus its efforts to address disparities in student outcomes. Help facilitate group work and process change as part of this process. (new)

**Program Review Cycle When the Goal Begins**

2022 - 2023

**Who's Responsible for this Goal?**

PRIE Team

Goals

**Goal Status**

1 - New (PR)

**Goal Title**

Support Implementation of EMP

**Goal Description**

Successfully implement the strategic initiatives in the new College Educational Master Plan for which PRIE is responsible: (new)  
o Evaluate student support programs and practices  
o Evaluate academic support programs and practices  
o Evaluate Guided Pathways practices & dual enrollment  
The PRIE Team will strengthen our leadership of the College’s annual Research and Evaluation, Program Review and Assessment processes to ensure all programs, policies and practices (including innovative practices that do not undergo annual review) are assessed in a data-informed, reliable manner that allows the community to understand the effectiveness of college programs and services as well as whether or not equity gaps exist or are effectively addressed.

**Program Review Cycle When the Goal Begins**

2022 - 2023

**Who's Responsible for this Goal?**

PRIE Team

Resource Requests

**Item Requested**

Senior PRIE Analyst

**Item Description**

Convert existing vacant PRIE Analyst position to Senior PRIE Analyst

**Status**

New Request - Active

**Type of Resource**

Non - Instructional Personnel

**Cost**

185,229

**One-Time or Recurring Cost?**

Recurring Cost

**Critical Question: How does this resource request support closing the equity gap?**

This request helps ensure the PRIE Office maintains the level of expertise needed for determining equity gaps in student outcomes, as well as assessing all college programs, practices and policies in a manner that can help the College attain its goal of becoming an antiracist institution.

**Critical Question: How does this resource request support Latinx and AANAPISI students?**

This position will assist in the monitoring and evaluation of the 5-year DHSI and AANAPISI grants the College was awarded by the US Dept of Education this fall.

**If requesting Personnel please complete the New Classified Hiring/Position Justification or the New Faculty Position Proposal Below.**

**NEW CLASSIFIED HIRING/POSITION JUSTIFICATION**

**Hiring Division/Department:**

PRIE

**Position Title:**

Senior Planning & Research Analyst

**Is this position permanent?**

Yes

**Position Type**

Full - Time

**Provide # of months**

12

**Position: General Funds**

185229

**Justification**

**1. Describe the specific needs for the position requested and the duties of this position in a brief statement.**

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| --- |
| This is an elevation of an existing position.  The PRIE Analyst position vacated by Dr. Milena Angelova earlier this year can be converted to a Senior PRIE Analyst.  This will help keep the PRIE staffing levels at Canada on par with those at Skyline and CSM and ensure that Canada maintain the level of expertise needed to not only conduct research and evaluation, but to write grants and facilitate processes essential to the campus. |

**2. Explain how this position aligns with and supports the mission and strategic goals of the college.**

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| --- |
| The elevation of this position from Planning and Research Analyst to Senior Planning and Research Analyst supports the mission, vision and values of the College by providing leadership, analysis and insight into how the College can become an antiracist institution, interrogating racist structures and policies, and providing equitable access to resources to students and staff in a manner that ensures equitable student outcomes that help transform lives. It also will support the PRIE Office in supporting all of the college's strategic initiatives, but particularly those assigned to the PRIE Team in the Educational Master Plan 2022-27:  2.13 Evaluate student support programs and practices  2.14 Evaluate academic support programs and practices  2.15 Evaluate Guided Pathways practices & dual enrollment |

**3. Explain how adding this position will strengthen the department or division.**

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| --- |
| Attracting and maintaining staff that possess the unique skill sets of a Senior PRIE Analyst is increasingly challenging with the increased demand from all industries, but especially the technology industry in our services area, for data scientists and analysts.  Elevating this position will help the College compete for and sustain the talent it needs to effectively serve the College.  It will also help the CAN PRIE team keep parity with the staffing models now used in the SKY and CSM PRIE offices. |

**4. Explain how this work will be accomplished if the position is not filled.**

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| --- |
| If the existing, vacant PRIE Analyst position is not elevated to a Senior PRIE Analyst position, the PRIE Office may not be able to fulfill all of its roles to all campus constituents in planning, research, data analysis, systems maintenance and improvement, collaboration with PRIE functions districtwide, evaluation and validation to ensure institutional effectiveness.  The Team would need to prioritize demands on the Office and some requests and expectations would not be fulfilled. |

**This position has been reviewed by the department or division and is recommended for hiring.**

**NEW FACULTY POSITION PROPOSAL**

**C. Program Vitality and Viability**

**D. What is the evidence of student demand to justify the proposed position?**

Goals

**Goal Status**

2 - Continuing (PR)

**Goal Title**

Support Strategic Enrollment Management

**Goal Description**

Effectively support the College’s strategic enrollment management efforts .

**Program Review Cycle When the Goal Begins**

2022 - 2023

**Who's Responsible for this Goal?**

PRIE Team