

GRIT Program Review Analysis

Department/Office/Program: Automotive Collision Technology

Date: May 24, 2023

1. Concerning issues around access, retention, and success of students

- The program review is lacking disaggregated data.
- The program review needs to include and address enrollment data by race and ethnicity.
- The program seems less diverse than the rest of COM with generally more white students.
- There is a gender imbalance with more males than females.
- The Latinx students are completing at a lower success rate than other students.

2. Concerning issues around equity

- The program review is lacking disaggregated data.
- The program review needs to include and address enrollment data by race and ethnicity.
- The program seems less diverse than the rest of COM with generally more white students.
- There is a gender imbalance with more males than females.
- The Latinx students are completing at a lower success rate than other students.

3. Promising practices that support students that are being implemented

- There is a good range of course offerings in terms of days and times with weekends.
- The program courses provide hands-on “manipulative” final exams.

4. Important to note

- There seems to be no disproportionate impact in course retention and success rates.
- High completion rates, but why are the Latinx students completing at a lower success rate than the others?

5. Recommendations

- Maintain use of Virtual Reality (VR) in the program as it allows for hybrid classes which increases access
- Engage students from broader cross-section
- Send women speakers from program to go to high schools
- Continue hiring female instructors
- Team up with women in the trade associations to help with female enrollment
- Explore why Latinx students are not completing at the same rate as other students
- Consider partnering with the ESL department for language support

6. Commendation

- No cost or low-cost textbooks in all courses
- High completion rates
- Faculty are aware that students learn in different ways and are responsive
- Using electric vehicles in the program, so students learn the techniques to repair those cars which differ from gas-fueled cars
- Hiring female instructors

GRIT's Charge

The Guidance, Resources, Integration, and Transformation (GRIT) Committee operates in collaboration with PRAC and the Academic Senate to support College of Marin's commitment to providing equitable opportunities and fostering success for all members of our diverse community. GRIT reviews institutional plans, program reviews, and data to ensure that antiracist practices, equity and access are embedded in all plans and programs and that resources and efforts support overall student success.

Definitions

The following definitions have been adopted by COM as stated in the Educational Master Plan 2017-2025, p. 18:

Equity: Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

Equity-minded: The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.