

GRIT Program Review Analysis

Department/Office/Program: Automotive 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.
- Mostly males in the program with a lack of female students.
- There is disproportionate impact with males not succeeding at the same rates as females - This data should be included in the program review but was not.

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.
- Mostly males in the program with a lack of female students.
- There is disproportionate impact with males not succeeding at the same rates as females - This data should be included in the program review but was not.

3. Promising practices that support students that are being implemented

- Virtual Reality (VR) is an important tool to keep current in the field; opens up more access to students and can use in the hybrid option, which may attract more women to the program.
- Offering multiple modalities for students

4. Important to note

- The program seems more diverse than other programs.

5. Recommendations

- Maintain VR in the program; COM should continue to fund VR given the advantages that are conferred, including currency in the field and access
- Track and gather data on students who return to the program for additional skills and degrees to discover 1) what was especially helpful in the program before they left; 2) how the program can improve; 3) why they came back; 4) what kinds of jobs they are getting after leaving the program; and 5) to build an alumni database
- Consider using embedded tutors
- Continue working with high school pipeline
- Consider partnering with the ESL department for language support for ESL students

6. Commendation

- Courses are no-cost
- Instructors attend conferences
- High completion rates for all groups
- Using electric vehicles in the program, so students learn the techniques to repair those cars which differ from gas-fueled cars
- Articulation agreements – continue to leverage them and bring in more diverse student groups

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.