

GRIT Program Review Analysis

Department/Office/Program: Economics

Date: 8/28/24 and 9/11/24

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

1. No African American or multiracial students to measure outcomes.
2. Decrease in enrollment of African American, Asian, and Multiracial students as noted for fall 2023.
3. Significant difference in success for DE and in-person class modality, with lower success rates for in-person

2. Concerning issues around equity

1. No African American or multiracial students to measure outcomes.
2. Decrease in enrollment of African American, Asian, and Multiracial students as noted for fall 2023.
3. There is a concern about a comment stated in the REFLECTION & PLANNING SUMMARY regarding female, Latinx, Asian, and African American students and the connection between recruitment and the basic math skills support needed.
 1. What is the connection?
 2. Is there data to support this statement?
 3. What informed this comment?

3. Promising practices that support students that are being implemented

1. OER and library collaboration.
2. Connection to the tutoring center.

4. Important to note

1. There is improvement in the level of retention in spring 2023
 1. What has changed?
 2. Recommendation to evaluate and understand the practices in place that led to this improvement to keep retention levels up.

5. Recommendations

1. Review and evaluate strategies to provide foundational support for students (i.e. possibly revisit using embedded tutors).
2. Explore strategies to increase and reach out to prospective female students.
 1. What outreach is being done?
 2. How are female identified students in the program being engaged to understand their experiences?
3. Evaluate the experience of current students and understand what modalities are working best.
4. Develop a working group with Business.
5. Schedule a meeting with PRIE to build strategies and understanding around the program data.

6. Participate in professional learning to engage with culturally responsive teaching strategies and methods to understand and address recruitment, retention, and success of African American, Latinx, female, and Asian students.

6. Commendation

1. Average years to degree is better than the institutional average (3.5 years).
2. OER use for classes.
3. Faculty work with tutoring center.

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.