

## Non-instructional Program Review

### Institutional Outcomes

- Programs will align with COM's current Strategic Plan and the Chancellor's Office Vision for Success.
- Programs will improve student access, retention, and/or success of all students.
- Programs will improve student access, retention, and/or success of Black, African American, and Latinx students through the use of internal and external research and/or promising antiracist and equity practices.
- Programs will assess implementation of outcomes with regard to systemic racism.
- Students will develop skills and knowledge that improve their ability to access, persist, and succeed in college.

### Guiding Questions

- Please explain how the program aligns with COM's current Strategic Plan and the Chancellor's Office Vision for Success.
- What practices are being implemented within the program to improve student access, retention, and/or success?
  - What research, models, and/or framework is informing the use of these practices?
  - Intended objectives
  - What is the impact of these practices on access, retention, and/or success? Please provide both quantitative and qualitative data
  - Analysis and Reflection
    - Findings/Challenges/Accomplishments/Next Steps
- What antiracist and equity practices are being implemented within the program to improve student access, retention, and/or the success of Black, African American, and Latinx students?
  - What research, models, and/or framework is informing the use of these practices?
  - Intended Objectives
  - What is the impact of these practices on student access, retention, and/or the success for Black, African American, and Latinx students? Please provide both quantitative and qualitative data
  - Analysis and Reflection
    - Findings/Challenges/Accomplishments/Next Steps
- How are you reviewing and developing the structure, activities, staff, and implementation of your program with the goal to disrupt systemic racism?
  - Explain
    - Name the issue
    - Practice/Plan to change
    - Why/Data
    - Goal/Impact
- Describe accomplishments within the program that improved student access, retention, and/or success.