



FULLERTON COLLEGE STRATEGIC PLAN: 2015 – 2017

Action 1.4.3 The Transfer Center will expand hours to better meet the needs of working/evening students	Staff time	Transfer Center Director	The center will offer services on three Saturdays during the fall semester and offer services until 7pm one night per week.	We expect to increase the number of evening students who attend our workshops and/or receive our transfer services.	The number of students served on Saturdays and evenings will be tracked.
DISABILITY SUPPORT SERVICES (DSS)					
Action 1.4.4 DSS will continue to collaborate with campus resources to increase awareness of academic options and resources for students	Referrals to on-campus resources including the Counseling and Transfer Centers	DSS faculty and staff. Director, DSS	Fall 2015 – Spring 2017	Increase is the number of transfer rates as DSS students take advantage of campus resources and services especially Counseling and CTC.	Pre-post comparison of transfer rates of DSS students on annual basis will be used to evaluate this action.
Action 1.4.5 VRC will collaborate with the CTC in developing student-veteran specific seminars related to transfer.	On-campus and outside resources related to transfer.	VRC Counselor, CTC staff, VRC Coordinator, Professional expert	Fall 2015 – Spring 2017	Increase in number of student veteran transfers.	Equity reports—the number and rate of student veteran transfers will be compared to previous benchmarks to measure effectiveness
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
Action 1.4.6 The Foster Youth Success Initiative will take Foster Youth Students on University tours	Student Equity Funds	EOPS Director and Foster Youth liaison	Fall 2015 – Spring 2017	Foster youth students will transfer at greater rates after travel/exposure to a variety of universities.	Compare Foster Youth transfer rates prior to University Tours and after

FINE ARTS DEPARTMENT					
Action 1.4.7 The Theatre Arts Department will create better alignment between the Associate of Arts degree and Associate of Arts Transfer degree curriculum and the university transfer requirements for the Bachelor of Arts degree.	None required	Department Coordinator, Theatre Arts Faculty, Theatre Arts	Fall 2015 – Spring 2016	An increase in the transfer rate of Fullerton students to accredited four year institutions and conservatory programs.	Student transfer will be tracked to evaluate this action.
Action 1.4.8 The Music Department will revise the Commercial Music AA degree	None required	Coordinator, Steering Committee Coordinator, Music Technology Coordinator, Vocal Jazz Coordinator, Jazz Studies Coordinator Faculty, Guitar Studies, Dean, Fine Arts	Fall 2015 – Fall 2017	Better connectivity to university commercial music programs, increased student persistence and completion rates, better connectivity to contemporary industry training standards, and increased ability to recruit students interested in commercial music	Evaluation will be multifaceted including the State approval of the new program, creation of new courses created for the commercial music degree, course completion rates in commercial music, and tracking of commercial music majors.
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 1.4.9 The Fullerton College Honors program will increase the number of Honors students who transfer.	\$0	Dean, LLRISPS Honors Coordinator	2015-16	We aim to increase the number of students who transfer into four-year universities by 10% for the 2015-16 school year.	Student transfer records

<p>Action 1.4.10 The Fullerton College Library will work in conjunction with the Veteran's Resource Center (VRC) to provide specialized library instruction, software and materials (books and online resources) to support Veteran students in their transfer goals.</p>	<p>\$20,000</p>	<p>Dean, LLRISPS Acquisitions Librarian VRC Director</p>	<p>2015-16</p>	<p>We aim to increase the transfer rates of our student veterans.</p>	<p>Measure transfer rates of student veterans who participate.</p>
<p>Action 1.4.11 The Fullerton College Transfer Achievement Program (TAP) program will deliver a "Summer Academy" for sophomore students.</p>	<p>\$7,000</p>	<p>Dean, LLRISPS TAP Program Coordinators</p>	<p>Summer 2016</p>	<p>Increased transfer rates</p>	<p>Measure student transfer rates for TAP Summer Academy participants</p>
<p>Action 1.4.12 The Fullerton College Transfer Achievement Program (TAP) program will take TAP students on a Southern California tour of four-year colleges and universities</p>	<p>\$3,000</p>	<p>Dean, LLRISPS TAP Program Coordinators</p>	<p>Spring 2016</p>	<p>Increased transfer rates to Southern California colleges and universities that we visit.</p>	<p>Identify student transfer locations for TAP students</p>

MATHEMATICS AND COMPUTER SCIENCE

<p>Action 1.4.13 We will offer a series of redesigned transfer-level courses that more closely align with curriculum at transfer institutions.</p>	None	Dean of Mathematics and Computer Science	Courses will be first offered in Fall of 2016	More students will have completed courses that more easily articulate with the CSUs and the UCs	Course enrollments and transfer volume will be tracked to discern the relationship between transfer-level course enrollment and transfer.
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NATURAL SCIENCES

<p>Action 1.4.14 The Natural Sciences Division will implement curriculum revision to streamline pathways to degrees and AST</p>	Faculty release time	Department Coordinators, Natural Sciences	Fall 2015 –Spring 2017	2% increase in application and acceptance rates to 4-yr institutions.	Evaluate trends in transfer application and acceptance rates. Student application and acceptance rates to 4-year institutions will show a 2% increase in comparison to current benchmarks.
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PHYSICAL EDUCATION

<p>Action 1.4.15 The Physical Education Division will increase the number of KIN ADT transfers.</p>	None requested	Physical Education division faculty with support from Physical Education Dean.	2015-17	Increase the number of students completing the KIN ADT and transferring to a CSU during the two year period by 5%.	KIN ADTs will be tracked along with transfers to CSU campuses.
<p>Action 1.4.16 The Physical Education Division will develop educational plans to help direct students and improve completion and transfer rates.</p>	None requested	Physical Education Division Faculty, Department Coordinators, and support from the Physical Education Dean.	2015-17	Improved student transfer rates.	Transfer records will be obtained to determine which students transferred.
<p>Action 1.4.17 The Physical Education Division requests a full-time Athletic Academic Counselor</p>	\$75,000: General Funds, SSSP funds	Dean of Counseling, Dean of Physical Education, and Athletic Director	Spring 2017	Improved academic support that addresses the needs of at risk student-athletes.	Increases in the number of student participants and increases in their academic successes.

<p>Action 1.4.18 The Physical Education Division requests 5 part-time mentorship/personal player development positions to address the social and personal needs of the under-prepared student-athlete.</p>	<p>\$120,000, Student Equity Funds</p>	<p>Athletic Director</p>	<p>Spring 2017</p>	<p>Improved social and personal development skills that have a direct impact on academic performance.</p>	<p>Increases in the number of student participants and increases in their academic successes.</p>
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SOCIAL SCIENCES DIVISION

<p>Action 1.4.19 Work with counselors and the Research Office to gain insight as the common hurdles in students' paths towards transfer in the social sciences area</p>	<p>None requested</p>	<p>Social Sciences Division faculty, coordinator and dean.</p>	<p>2015-2017. Spring 2016: meet with counselors to identify common issues. Gather data regarding initially identified hurdles with the assistance of the Research Office, and develop strategies to address issues</p>	<p>Data based shared understanding as to the strategic actions needed in collaboration between counselors and social sciences faculty to improve student transfer</p>	<p>A documented analysis of the current hurdles in the path of student transfer and identification of valid, data based three specific strategic actions to address them</p>
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Goal 1: Fullerton College will increase student success.

Objective 5: Increase the number of students participating in STEM activities.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
Action 1.5.1 The Business/CIS Division will develop schedule maps for students in each division program to assist students in planning scheduling option and to inform them of the recommended sequence in course-taking to increase course-to-course persistence and program completion.	Business/CIS Division faculty.	Business/CIS Division faculty with support from the dean.	Fall 2015: Rack cards will be in use. Spring 2016: New website will be launched.	Completed recommended course-taking sequence, in alignment with scheduling patterns, for all programs.	Eight rack cards designed and proofed. Business/CIS division Facebook page has been established and provided regular updates on this information to students. Lead faculty members are starting work to redesign and update the division's web site. The division will continue to monitor improvement in completions and adjust course offerings to meet student needs.
DISABILITY SUPPORT SERVICES (DSS)					
Action 1.5.2 DSS will augment assistance to DSS students in STEM subjects.	Materials and staff to present math workshops and assist in STEM courses.	DSS Instructor and ACL Staff	Ongoing	Increased success of DSS students in STEM courses	DSS student completion of STEM courses will be compared to previous benchmarks to measure effectiveness
Action 1.5.3 VRC will offer STEM workshops for student veterans	STEM instructors and outside specialists will prepare and present STEM workshops to student veterans	ALL DSS staff	Ongoing	Increased participation and success in STEM courses and activities	Student veteran participation and completion rates in STEM courses will be compared to previous benchmarks to measure effectiveness

MATHEMATICS AND COMPUTER SCIENCE

<p>Action 1.5.4 Returning 611L to the Math Division or designate another area on campus for a STEM Resource Center.</p>	<p>Major facilities costs would be involved</p>	<p>Deans of Mathematics and Computer Science and Dean of Natural Sciences</p>	<p>Unknown. Due to the passage of Measure X it is unlikely that any major remodeling of the 600 building will take place in the near future</p>	<p>With the creation of a campus center devoted to supporting STEM students, the number of STEM students would increase</p>	<p>The level of support for students interested in STEM majors (including space utilization, activity participation, and outreach) would be monitored to assess the effects of this action.</p>
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NATURAL SCIENCES

<p>Action 1.5.5 The Natural Sciences Division will develop a STEM resource center</p>	<p>\$30K to support materials and resources required for the center. Funds should come from campus allotment.</p>	<p>STEM Coordinator</p>	<p>Fall 2015 –Spring 2017</p>	<p>2% increase in success retention and STEM enrollment rates. Because STEM programs are notoriously difficult, efforts aimed to build support among peers and allow them to work one-on-one with mentors have been shown to be highly successful</p>	<p>Evaluate trends in student success and retention rates as well as enrollment in STEM majors.</p>
<p>Action 1.5.6 The Natural Sciences Division will hire a full time STEM coordinator</p>	<p>\$75K to support hiring of full time STEM coordinator.</p>	<p>Dean, Natural Sciences</p>	<p>Fall 2015 –Spring 2017</p>	<p>2% increase in success and retention rates.</p>	<p>Evaluate trends in student success and retention rates.</p>
<p>Action 1.5.7 The Natural Sciences Division will host STEM Boot Camps</p>	<p>\$30K to continue to host these highly effective programs. Funds will come from campus and grants.</p>	<p>STEM Coordinator</p>	<p>Fall 2015 –Spring 2017</p>	<p>2% increase in success and retention rates.</p>	<p>Evaluate trends in student success and retention rates.</p>

TECHNOLOGY & ENGINEERING

<p>Action 1.5.8 The Technology & Engineering Division will establish tracking documentation to identify and evaluate student participation in STEM activities.</p>	<p>None requested. Some use of classified staff hours will be utilized to maintain tracking records.</p>	<p>Dean, Technology & Engineering Faculty, Technology & Engineering</p>	<p>Baseline data will be acquired/ developed over the 2015-16 school year. Evaluations of performance will proceed in subsequent years of the plan.</p>	<p>Increased participation in STEM activities may be part of improving student success and retention by continuing to engage students in on and off campus activities focusing on STEM.</p>	<p>Baseline data will be acquired/ developed over the 2015-16 school year. Evaluations of performance will proceed in subsequent years of the plan.</p>
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Goal 1: Fullerton College will increase student success.

Objective 6: Increase the persistence rate of students.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
DISABILITY SUPPORT SERVICES (DSS)					
Action 1.6.1 DSS will create a more extensive follow-up program with all continuing DSS students	DSS continuing students will meet with a DSS Counselor at least once a semester	DSS Faculty Director	Fall 2015 and ongoing	Increase the rate of persistence as students have on-going counseling	DSS student persistence rates will be compared to previous benchmarks to measure effectiveness
FINANCIAL AID OFFICE					
Action 1.6.2 Automate the awarding of FWS and SEOG	Paid for from BFAP funds for automation	Director, FA	To be piloted during 15/16 academic year and then measure the effectiveness.	Students will be packaged automatically and on an on-going basis as funds become available, for FWS and SEOG funds. This should increase participation in the programs, which has struggled in recent years.	More students participating in the FWS program, and departments more satisfied to have active student employees. Budget being spent at the end of the academic and fiscal year.
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 1.6.3 Staff Development will deliver workshops as part of the Teaching and Learning Certificate. These workshops will train faculty, staff and administrators on topics related to student success.	\$2,000	Dean, LLRISPS Staff Development Coordinator	August, 2015 through May, 2016	We will offer a series of workshops and trainings and intend to reach at least 25 people (faculty, classified professionals and administrators) per workshop. We also aim to have 20% of attendees put what they've learned into practice in their respective areas (classrooms, offices, etc)	Post-workshop and training surveys; long-range follow-up surveys

Action 1.6.4 Staff development will deliver workshops as part of the New Faculty Seminar. This seminar series will train new faculty on topics related to student success.	\$2,000	Dean, LLRISPS Staff Development Coordinator	August, 2015 through May, 2016	We will offer a year-long series of workshops and trainings to the 45 new faculty. We aim to have 25% of these participants put what they've learned into practice in their classrooms/areas.	Post-workshop and training surveys; long-range follow-up surveys
MATHEMATICS AND COMPUTER SCIENCE DIVISION					
Action 1.6.5 We will offer the new MATH 041 F, a 6 unit combination Beginning and Intermediate Algebra course	None requested	Dean, Mathematics and Computer Science Division Faculty, Mathematics and Computer Science Division	Fall 2105	Increased persistence rates and number of students successfully completing their basic skills math curriculum	Student persistence, course retention, and course success data will be compared for Math 041 F and comparable courses.
NATURAL SCIENCES					
Action 1.6.6 The Natural Sciences Division will increase participation in the Science Literacy Initiative	\$30K to support faculty travel and training and time for material preparation.	Dean, Natural Sciences Division	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates. Student success and retention rates will show a 2% increase in comparison to current benchmarks
Action 1.6.7 The Natural Sciences Division will implement curriculum revision to streamline pathways to degrees and AST	Faculty release time	Dept. Coordinators	Fall 2015 –Spring 2017	2% increase in application and acceptance rates to 4-yr institutions.	Evaluate trends in transfer application and acceptance rates. Student application and acceptance rates to 4-year institutions will show a 2% increase in comparison to current benchmarks.

Action 1.6.8 The Natural Sciences Division will develop a STEM resource center	\$30K to support materials and resources required for the center. Funds should come from campus allotment.	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success retention and STEM enrollment rates.	Evaluate trends in student success and retention rates as well as enrollment in STEM majors. Student success and retention rates will show a 2% increase as will enrollment in STEM majors in comparison to current benchmarks
Action 1.6.9 The Natural Sciences Division will hire a full time STEM coordinator	\$75K to support hiring of full time STEM coordinator.	Dean	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates. Student success and retention rates will show a 2% increase in comparison to current benchmarks
Action 1.6.10 The Natural Sciences Division will host STEM Boot Camps	\$30K to continue to host these highly effective programs. Funds will come from campus and grants.	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates. Student success and retention rates will show a 2% increase in comparison to current benchmarks
Action 1.6.11 The Natural Sciences Division will host regular STEM Orientation sessions	\$10K funds to be used to implement orientation activities. Will come from grants.	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates. Student success and retention rates will show a 2% increase in comparison to current benchmarks
PHYSICAL EDUCATION					
Action 1.6.12 The Physical Education Division will research and develop strategies to	Professional Development funds for training.	Physical Education Faculty with support from the Division Dean	2015-17	Increased persistence rates for students.	Student term to term and annual persistence rates will be tracked.

increase student persistence rates.					
Action 1.6.13 The Physical Education Division requests a full-time Athletic Academic Counselor	\$75,000: General Funds, SSSP funds	Dean of Counseling, Dean of Physical Education, and Athletic Director	Spring 2017	Improved academic support that addresses the needs of at risk student-athletes.	Increases in the number of student participants and increases in their course success and program completion.
Action 1.6.14 The Physical Education Division requests 5 part-time mentorship/personal player development positions to address the social and personal needs of the under-prepared student-athlete.	\$120,000, Student Equity Funds	Athletic Director	Spring 2017	Improved social and personal development skills that have a direct impact on academic performance.	Increases in the number of student participants and increases in their course success and program completion.
STUDENT AFFAIRS					
Action 1.6.15 Student Affairs staff will collaborate with the Associated Students (A.S.), Inter-Club Council (ICC) and the clubs & organizations to form student groups, provide educational presentations during meetings, and to support study sessions on campus.	Staff time	Director, Student Activities Faculty Advisor, AS/ICC Staff, Student Affairs	Fall 2015 –Spring 2017	Increase in the number of A.S., ICC and clubs study groups, and in-meeting educational presentations, to enhance student success, address the needs of under-prepared students and increase the persistence rate of students.	A.S., ICC and Clubs/Orgs will maintain a record of all study groups and in-meeting presentations to determine interest and participation in these activities.

<p>Action 1.6.16 Student Affairs, Inter-Club Council and the Club Collaborative will work together to support the FC Food Bank.</p>	<p>Time from Students, Staff and Faculty</p>	<p>Inter-Club Council Board Faculty Advisor, AS/ICC Staff, Student Affairs</p>	<p>Fall 2015 – Spring 2016</p>	<p>During 2015-16, 15 FC departments will sponsor ICC Food donation boxes. 14 clubs will assist with food box collections during the ICC Food Drives.</p>	<p>Student Affairs and ICC will maintain a sign-up sheet of donating departments, clubs providing pick-up and deliveries, and a record of the amount of food and monetary donations provided to the FC Food Bank by A.S., ICC and the clubs.</p>
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Goal 2: Fullerton College will reduce the achievement gap.
 Objective 1: Address the needs of English language learners.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
<p>Action 2.1.1 The Business/CIS Division will utilize early diagnostic tools to identify at-risk ESL students in writing classes and with early intervention refer students to the Writing and Skills Centers.</p>	<p>Business/CIS division faculty.</p>	<p>Business/CIS Division faculty with support from the dean.</p>	<p>Fall 2015: Division faculty will begin to evaluate the effectiveness of the device. Spring 2016: Based on results, faculty will make a decision to continue with the current device or select another. Fall 2016: Implement chosen device.</p>	<p>Utilized for early intervention with documented referrals.</p>	<p>Diagnostic tool implemented via McGraw Hill Connect. Students have a customized plan with online tutoring in areas where weak skills have been identified. Diagnostic pre-test given to all 111F students. Students who do not obtain a 60% on the pretest are referred to the ASC. The division will continue to monitor the effectiveness of this assessment tool. Based on the results, the division will continue to use this device or select another that provides more accurate data.</p>

COUNSELING					
Action 2.1.2 Counseling Division— Assessment/Counseling Centers will implement the newly developed Group Advising sessions for ESL students	SSSP funds	Dean of Counseling SSSP Coordinator Assessment Coordinator counselors	Fall 2015- Spring 2017	Increased success rates for students taking ESL courses	Comparison of data from 2014-15(no ESL targeted GA offered) to 2015-16 ESL students who had access to the targeted Group Advising sessions
DISABILITY SUPPORT SERVICES (DSS)					
Action 2.1.3 DSS will increase the number of Learning Disability Assessments given in Spanish	Current Adjunct Counselor administers the Batteria testing instrument	Director DSS Counselors DSS Adjunct Counselor	Ongoing	ESL students will be assessed for learning disabilities using a valid and culturally appropriate method	The number and rate of ESL students served by DSS will be compared to previous benchmarks to measure effectiveness
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
Action 2.1.4 EOPS will provide tutoring services through the FC tutoring center to address the needs of ESL students	EOPS funds	Referrals by EOPS counseling staff	Fall 2015- Spring 2017	ESL students will improve their English language skills (writing, reading, speaking)	Data collection on the success and progression of coursework from ESL courses to college level English coursework after tutoring
HUMANITIES DIVISION					
Action 2.1.5 The ESL Department will offer 4 new courses in order to accelerate student progress and increase student retention, persistence, and success rates of students in the ESL department.	None requested	ESL Department Coordinator and ESL Full-time faculty.	2 courses in Fall 2015. 2 courses in Fall 2016.	Increase fill rates in the ESL Department; Increase course retention and success; Increase the persistence rate of students.	Fill rates will be compared before and after implementation. For the three accelerated courses, the rate at which students advance to the next higher level will be compared to the old sequence.

Action 2.1.6 The ESL Department will hire a full-time faculty member in order to maintain and continuously innovate our program.	\$63,000 for one full-time faculty position.	ESL Department Coordinator and ESL full-time faculty.	By Spring 2017	Increased retention and success of ESL students.	Overall retention and success rates within the ESL Department will be compared before and after hiring an additional full-time faculty member.
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 2.1.7 The Writing Center will more effectively serve the specific needs of ELL learners and Generation 1.5 students with targeted workshops.	\$0	Dean, LLRISPS Director, ASC Writing Center Coordinator	2015-16	Improved retention, success and persistence rates for ELL learners and Generation 1.5 students	Course retention and success rates for this population of students; persistence rates for this population of students
SOCIAL SCIENCES DIVISION					
Action 2.1.8 Use campus resources such as the writing, tutoring, and skills centers to provide more instructional support for under prepared students.	Funding to allow for longer hours of operations, greater number of tutor and tutoring center support staff.	Social Science faculty, coordinators, Social Sciences division dean and learning resource staff and leadership	Summer 2015- Spring 2017 Start with evaluating current status of the use of the resources in Summer 2015. Work with coordinators in Fall 2015 to identify goals and dates for accomplishing them in Fall 2015.	Improved success rates of English language learners participating in instructional support services.	English language learners that participate in instructional support services will have higher course retention and course success when compared to similar students that did not participate.

Goal 2: Fullerton College will reduce the achievement gap.

Objective 2: Increase retention rate of Hispanic and African-American students by at least 2%.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
ADMISSIONS & RECORDS					
Action 2.2.1 The Admissions and Records Department will work collaboratively with the campus community to code and monitor student cohort groups (i.e. Puente, Umoja, etc.)	Admissions and Records Department funds, along with Student Equity funds for the hiring of additional staff.	Dean of A&R Registrar	Began pilot program in Spring 2016 and continue thereafter.	Cohort groups would be coded for use in reporting by the Department of Institutional Research and Planning and the various departments throughout the campus.	Admissions and Records will evaluate this process after each term and continue to maintain, enhance, and improve the accuracy to ensure data integrity.
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
Action 2.2.2 The Business/CIS Division will develop profiles of successful Hispanic and African-American leaders in division disciplines to publicize to students and provide ethnically relevant role models.	Business/CIS faculty and dean, with CTE Transitions grant funds.	Faculty, Business & CIS Dean, Business & CIS	Fall 2015: Materials are completed and are available.	Completion and distribution of materials.	Materials were developed and distributed to students. Retention rates will be monitored to gauge the success of this action. In addition to monitoring the success rates of the populations identified by providing appropriate role models, the division will implement additional strategies to reach goals if needed.
Action 2.2.3 The Business/CIS Division will work in partnership with STEM personnel to strengthen technical programs on campus and increase	Business/CIS Division faculty and CTE Transitions grant	Faculty, Business & CIS Dean, Business & CIS	Fall 2015: A new STEM student cohort has been identified and will begin program.	Continuing partnership with STEM personnel on activities and resource support.	The CTE Transitions activities for 2013-14 document interaction with STEM students and counselors on high school campuses. Student success rates

support within these disciplines for Hispanic and African-American students.					for targeted populations will be monitored to gauge the success of this action. Beginning this summer the division will work closely with the O.S.P. to enhance STEM program services and participation levels.
COUNSELING-CADENA/TRANSFER CENTER					
Action 2.2.4 The Cadena Cultural Center will hold an annual Latino Student Forum and an African American general Forum.	Cadena Center Staff	CTC Director and Coordinator	Fall 2015 and Spring 2016	The forums will provide students with an opportunity to engage in campus activities designed specifically with them in mind, thereby increasing their sense of belonging on the campus. This has been identified as critical to the retention and success of students of color.	Student surveys will be collected to measure the extent to which the events contribute to their sense of belonging on campus.
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
Action 2.2.5 The EOPS Program will now use the educational qualifier in Title 5, section 56220, 6.5.2, which states, "Student is a member of an underrepresented group as targeted by the district/college Equity goals," when accepting students into the EOPS Program. (6.5.2 was not used at FC before)	None requested	EOPS Director	2015-2017	There will be an increase of male Hispanic, and African American students being served by the EOPS Program, which will result in higher retention rates for these students.	Data will be collected on the number of students accepted into EOPS by only using one educational qualifier of 6.5.2. and then retention rates of these students will be examined and compared.

FINANCIAL AID OFFICE					
Action 2.2.6 Expand financial aid counseling for students not meeting SAP	Paid for from Student Success funds	Director, Financial Aid	Expanding for 15/16 year with the addition of one part time counselor, adding to the one we already have.	As we regularly have a wait time of three weeks for appointments, having a second counselor will decrease wait times to allow disqualified students to begin the appeal process sooner, which if approved sooner, allows them access to their financial aid refund sooner, to increase the odds of them staying enrolled at the College.	Will continually monitor success of the financial aid counseling option, as well as monitoring the wait time for appointments, and making adjustments as necessary.
Action 2.2.7 Create online appointment system for SAP FA students, and Default Prevention Initiative	Paid for from BFAP funds	Director, Financial Aid	Rolling out for 15/16 year for SAP Max time frame students. Will roll out after that for Default Prevention students and measure success.	Students will be able to schedule appointments on line 24/7, and see available appointments any time. Currently, they must call in during business hours.	Decrease in telephone calls is expected, and will be measured via decrease in complaints as well as student survey at the end of the year.
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 2.2.8 Library will develop a myLibrarian pilot program with Academic Support Center director.	\$2,000 (Librarian time to facilitate 1-on-1 research consultations for select groups of INCITE and SDSI students.)	Dean, LLRISPS Director, ASC Systems Librarian	2015-16	Increase retention rates for Hispanic and African American students.	Student retention rates for students who participate.

<p>Action 2.2.9 The Academic Support Center will enhance the pilot Student Diversity Success Initiative (SDSI) math cohort for at risk African American and Hispanic males. We will develop a Summer Math Institute Level Enhancement Pilot (SMILE) program designed to enhance basic skills math levels through a series of workshops and tutoring facilitated by a math instructor and use of ALEKS, a web-based computer software program.</p>	\$12,900	Dean, LLRISPS Academic Support Center Tutoring Center Coordinator Dean of Counseling Dean of Mathematics	Summer 2015; Summer 2016	Higher rates of retention and a reduced achievement gap in math courses for students who take advantage of the services offered through the Summer Math Institute Level Enhancement pilot (SMILE)	Student retention rates in math for students who participate.
<p>Action 2.2.10 Staff Development will deliver a series of workshops as part of the Teaching and Learning Certificate on factors that contribute to achievement gaps and strategies for reducing these gaps.</p>	\$2,000	Dean, LLRISPS Staff Development Coordinator	2015-17	We plan to offer additional workshops and trainings. We aim to have 20% of these participants put what they've learned into practice in their classrooms/areas.	Post-workshop and training surveys; student retention rates
<p>Action 2.2.11 Staff Development will deliver a series of workshops as part of the New Faculty Seminar on factors that contribute to</p>	\$2,000	Dean, LLRISPS Staff Development Coordinator	2015-16	We plan to offer a year-long series of workshops and trainings to the 45 new faculty hired in 2015-16. There will be 14-16 workshops/	Post-workshop and training surveys; student retention rates

achievement gaps and strategies for reducing these gaps.				trainings with 45-55 hours of participation, total. We aim to have 25% of these participants put what they've learned into practice in their classrooms/areas.	
Action 2.2.12 The Academic Support Center – Tutoring Center will enhance the Incite Program: Academic Support for Student-athletes Program	Funded by the Basic Skills Initiative and Student Equity	Dean, LLRISPS Director of Academic Support Center Dean of Physical Ed Director of Basic Skills	2015-16	Provide orientations, progress checks, educational plans, success strategy workshops, and study hall to address the needs of under-prepared student-athletes and increase the success, retention, and persistence rates.	Mid-semester student surveys; student retention, success, and persistence rates

MATHEMATICS AND COMPUTER SCIENCE

Action 2.2.13 The Division has an overarching plan to address retention, success, and persistence of all students with a focus on underrepresented groups to reduce the achievement gap. Activities will include: Supplemental Instruction, Increased tutoring support, participation in pilot "Early Alert" programs, participation in various special programs such as SDSI, INCITE, UMOJA, Boot camps,	Student Equity monies have been requested	Mathematics Dean and faculty working with the Academic Support Center and other programs on campus	Fall 2015	Increased measures in all three areas	Research Office will provide data on retention, success, and persistence of all students and underrepresented groups in particular
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review sessions, just-in-time remediation activities, and new technologies					
NATURAL SCIENCES					
Action 2.2.14 The Natural Sciences division will implement student equity projects aimed at improving performance in earth science and nutrition/foods courses	\$40K from student equity funds.	Faculty, Natural Sciences Division	2015-2016 Academic Year	Increase course completion rates of African-American students by 2%, and monitors cognitive and affective domains in near-real-time to provide feedback and opportunity to revise approaches to improve learning and success.	Evaluate trends in student success and retention rates.
Action 2.2.15 The Natural Sciences division will implement boot camps and PUMP program to improve performance in chemistry	\$20K from student equity funds.	Natural Sciences Division Faculty	2015-2016 Academic Year	Increased rates of retention, sequence completion, transfer, and degree awarded	Evaluate trends in retention, sequence completion, transfer, and degree awarded
PHYSICAL EDUCATION					
Action 2.2.16 The Physical Education Division will support the Umoja program in their efforts to increase retention rates for underrepresented groups.	Student Equity Funds	Umoja Director and Physical Education Faculty	2015-17	Increase retention rates of African-American students and students from other underrepresented groups.	Course retention rates of students from underrepresented groups will be tracked for evaluation.
Action 2.2.17 The Physical Education Division will support the development and hiring of a Manager of Special Projects, Umoja.	Student Equity Funds	Physical Education Dean, Division Faculty, and Athletic Coaches	2015-17	Increase retention rates of African-American students and students from other underrepresented groups.	Course retention rates of students from underrepresented groups will be tracked for evaluation

<p>Action 2.2.18 The Physical Education Division will research and develop strategies to increase student retention rates for Hispanic and African-American students.</p>	<p>Professional Development funds for training.</p>	<p>Physical Education Faculty with support from the Division Dean</p>	<p>2015-17</p>	<p>Increased retention rates for Hispanic and African-American students.</p>	<p>Course retention rates of students from underrepresented groups will be tracked for evaluation</p>
<p>Action 2.2.19 The Physical Education Division will revise the student-athlete orientation program with strategies to increase student-athlete retention rates.</p>	<p>Division funds and external fundraising funds.</p>	<p>Athletic Director and Athletic Coaches</p>	<p>2015-17</p>	<p>Increased retention rates for student-athletes.</p>	<p>Course retention rates of students from underrepresented groups will be tracked for evaluation</p>
<p>SOCIAL SCIENCES DIVISION</p>					
<p>Action 2.2.20 Use campus resources such as the writing, tutoring, and skills centers to provide more instructional support for under prepared students.</p>	<p>Funding to allow for longer hours of operations, greater number of tutor and tutoring center support staff.</p>	<p>Social Science faculty, coordinators, Social Sciences division dean and learning resource staff and leadership</p>	<p>2015-2017 Start with evaluating current status of the use of the resources in Summer 2015. Work with coordinators in Fall 2015 to identify goals and dates for accomplishing them in Fall 2015.</p>	<p>Improved retention rates of Hispanic and African-American students participating in instructional support services.</p>	<p>Hispanic and African-American students that participate in instructional support services will have higher course retention rates when compared to similar students that did not participate.</p>

Goal 2: Fullerton College will reduce the achievement gap.

Objective 3: Increase success rate of Hispanic and African-American students by at least 2%.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
<p>Action 2.3.1 The EOPS Program will now use the educational qualifier in Title 5, section 56220, 6.5.2, which states, "Student is a member of an underrepresented group as targeted by the district/college Equity goals," when accepting students into the EOPS Program. (6.5.2 was not used at FC before)</p>	None requested	EOPS Director	Fall 2015 – Spring 2017	There will be an increase of male Hispanic, and African American students being served by the EOPS Program, which will result in higher retention rates for these students.	Data will be collected on the number of students accepted into EOPS by only using one educational qualifier of 6.5.2. and then <u>success</u> rates of these students will be examined and compared.
HUMANITIES DIVISION					
<p>Action 2.3.2 The Reading Department will continue adjunct and full-time training to address achievement gap.</p>	\$35,550 for training.	Reading Department Coordinator.	By Spring 2017	Increased success and retention rates; Decrease in the achievement gap.	Retention and success rates for the department will be calculated. Current achievement gap benchmarks will decrease 2%.
<p>Action 2.3.3 The Humanities Division will increase its participation in special programs designed to reduce the achievement gap.</p>	Funding from special program budgets augmented by equity funds.	Humanities Division Department Coordinators and Dean.	By Spring 2017	Increased retention and success of students overall and of Hispanic and African-American students specifically	Retention and success rates for students in courses with special programs will be compared, particularly for Hispanic and African-American participants.

LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES

<p>Action 2.3.4 Library will develop a myLibrarian pilot program with Academic Support Center director.</p>	<p>\$2,000 (Librarian time to facilitate 1-on-1 research consultations for select groups of INCITE and SDSI students.)</p>	<p>Dean, LLRISPS Director, ASC Systems Librarian</p>	<p>2015-16</p>	<p>Increase success rate of Hispanic and African American students</p>	<p>Student success rates will be monitored for those who participate</p>
<p>Action 2.3.5 The Academic Support Center will enhance the pilot Student Diversity Success Initiative (SDSI) math cohort for at risk African American and Hispanic males. We plan to develop a Summer Math Institute Level Enhancement Pilot (SMILE) program designed to enhance basic skills math levels through a series of workshops and tutoring facilitated by a math instructor and use of ALEKS, a web-based computer software program.</p>	<p>\$12,900</p>	<p>Dean, LLRISPS Academic Support Center Tutoring Center Coordinator Dean of Counseling Dean of Mathematics</p>	<p>Summer 2015; Summer 2016</p>	<p>Higher rates of success and a reduced achievement gap in math courses for students who take advantage of the services offered through the Summer Math Institute Level Enhancement pilot (SMILE)</p>	<p>Student success rates will be monitored in math for those who participate</p>
<p>Action 2.3.6 The Academic Support Center will enhance the pilot math level enhancement through EdReady (a web-based computer software program) for students</p>	<p>\$0</p>	<p>Dean, LLRISPS Academic Support Center Tutoring Center Coordinator Dean of Counseling Dean of Mathematics</p>	<p>Pilot will begin Fall 2015:</p>	<p>Higher rates of success and a reduced achievement gap in math courses for students who take advantage of the services offered through the Math Level Enhancement pilot.</p>	<p>Student success rates will be monitored in math for those who participate</p>

assessing into basic level math courses					
Action 2.3.7 Staff Development will deliver a series of workshops as part of the Teaching and Learning Certificate on factors that contribute to achievement gaps and strategies for reducing these gaps.	\$2,000	Dean, LLRISPS Staff Development Coordinator	2015-16	We plan to offer additional workshops and trainings. We aim to have 20% of these participants put what they've learned into practice in their classrooms/areas.	Post-workshop and training surveys; student success rates
Action 2.3.8 Staff Development will deliver a series of workshops as part of the New Faculty Seminar on factors that contribute to achievement gaps and strategies for reducing these gaps.	\$2,000	Dean, LLRISPS Staff Development Coordinator	2015-16	We plan to offer a year-long series of workshops and trainings to the 45 new faculty hired in 2015-16. There will be 14-16 workshops/trainings with 45-55 hours of participation, total. We aim to have 25% of these participants put what they've learned into practice in their classrooms/areas.	Post-workshop and training surveys; student success rates
Action 2.3.9 The Academic Support Center – Tutoring Center will enhance the Incite Program: Academic Support for Student-athletes Program	Funded by the Basic Skills Initiative (\$52,000), Student Equity (\$30,000)	Dean, LLRISPS Director, ASC Dean of Physical Ed Director of Basic Skills	2015-2016	Provide orientations, progress checks, educational plans, workshops, and tutoring to address the needs of under-prepared student-athletes and increase the success, retention, and persistence rates.	Mid-semester student surveys; student success, retention, and persistence rates.

MATHEMATICS AND COMPUTER SCIENCE

<p>Action 2.3.10 The Division has an overarching plan to address retention, success, and persistence of all students with a focus on underrepresented groups to reduce the achievement gap. Activities will include: Supplemental Instruction, increased tutoring support, participation in pilot "Early Alert" programs, participation in various special programs such as SDSI, INCITE, UMOJA, boot camps, review sessions, just-in-time remediation activities, and new technologies</p>	<p>Student Equity monies have been requested</p>	<p>Mathematics Dean and faculty working with the Academic Support Center and other programs on campus</p>	<p>Fall 2015</p>	<p>Increased measures in all three areas</p>	<p>Research Office will provide data on retention, success, and persistence of all students and underrepresented groups in particular</p>
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NATURAL SCIENCES

<p>Action 2.3.11 The Natural Sciences division will implement student equity projects aimed at improving performance in earth science and nutrition/foods courses</p>	<p>\$40K from student equity funds.</p>	<p>Natural Sciences Division Faculty</p>	<p>2015-2016 Academic Year</p>	<p>Increase course completion rates of African-American students by 2%, and monitors cognitive and affective domains in near-real-time to provide feedback and opportunity to revise approaches to improve learning and success.</p>	<p>Evaluate trends in student success and retention rates.</p>
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Action 2.3.12 The Natural Sciences division will implement boot camps and PUMP program to improve performance in chemistry	\$20K from student equity funds.	Natural Sciences Division Faculty	2015-2016 Academic Year	Increased rates of retention, sequence completion, transfer, and degree awarded	Evaluate trends in retention, sequence completion, transfer, and degree awarded
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PHYSICAL EDUCATION

Action 2.3.13 The Physical Education Division will support the Umoja program in their efforts to increase success rates for underrepresented groups.	Student Equity Funds	Umoja Director and Physical Education Faculty	2015-17	Increase success rates of African-American students and students from other underrepresented groups.	Course success rates of students from underrepresented groups will be tracked for evaluation.
Action 2.3.14 The Physical Education Division will support the development and hiring of a Manager of Special Projects, Umoja.	Student Equity Funds	Physical Education Dean, Division Faculty, and Athletic Coaches	2015-17	Increase success rates of African-American students and students from other underrepresented groups.	Course success rates of students from underrepresented groups will be tracked for evaluation.
Action 2.3.15 The Physical Education Division will research and develop strategies to increase student success rates for Hispanic and African-American students	Professional Development funds for training.	Physical Education Faculty with support from the Division Dean	2016-17	Increased success rates for Hispanic and African-American students.	Course success rates of students from underrepresented groups will be tracked for evaluation.
Action 2.3.16 The Physical Education Division will revise the student-athlete orientation program with strategies to increase student-athlete success rates.	Division Funds	Athletic Director and Athletic Coaches	2016-17	Increased success rates for student-athletes.	Course success rates of students from underrepresented groups will be tracked for evaluation.

Action 2.3.17 The Physical Education Division requests a full-time Athletic Academic Counselor	\$75,000: General Funds, SSSP funds	Dean of Counseling, Dean of Physical Education, and Athletic Director	Spring 2017	Improved academic support that addresses the needs of at risk student-athletes.	Course success rates of students from underrepresented groups will be tracked for evaluation.
Action 2.3.18 The Physical Education Division requests 5 part-time mentorship/personal player development positions to address the social and personal needs of the under-prepared student-athlete.	\$120,000, Student Equity Funds	Athletic Director	Spring 2017	Improved social and personal development skills that have a direct impact on academic performance.	Course success rates of students from underrepresented groups will be tracked for evaluation.
SOCIAL SCIENCES DIVISION					
Action 2.3.19 Use campus resources such as the writing, tutoring, and skills centers to provide more instructional support for under prepared students.	Funding to allow for longer hours of operations, greater number of tutor and tutoring center support staff.	Social Science faculty, coordinators, Social Sciences division dean and learning resource staff and leadership	2015-2017 Start with evaluating current status of the use of the resources in Summer 2015. Work with coordinators in Fall 2015 to identify goals and dates for accomplishing them in Fall 2015.	Improved success rates of Hispanic and African-American students participating in instructional support services.	Hispanic and African-American students that participate in instructional support services will have higher course success rates when compared to similar students that did not participate.

Goal 2: Fullerton College will reduce the achievement gap.

Objective 4: Increase persistence rate of Hispanic and African-American students by at least 2%.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
<p>Action 2.4.1 The Office of Special Programs will incorporate workforce development into its overall plans. Office of Special Programs will also do more intentional outreach to underserved and at-risk populations by utilizing supplemental instruction, tutoring and other supportive services.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	Services to underserved and at-risk populations will increase course success rates and evaluations will assess student use of services	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor
<p>Action 2.4.2 Building and strengthening of relationships with campus departments as well as local schools programs will be increased. The STEM program as well as the new Teacher Pathway Program will help enhance partnerships with Fullerton College.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	There will be an increase in the number of partnerships between OSP and other entities, and increased student participation	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor

EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
<p>Action 2.4.3 The EOPS Program will now use the educational qualifier in Title 5, section 56220, 6.5.2, which states, "Student is a member of an underrepresented group as targeted by the district/college Equity goals," when accepting students into the EOPS Program. (6.5.2 was not used at FC before)</p>	None requested	EOPS Director	Fall 2015 – Spring 2017	There will be an increase of male Hispanic, and African American students being served by the EOPS Program, which will result in higher retention rates for these students.	Data will be collected on the number of students accepted into EOPS by only using one educational qualifier of 6.5.2. and then <u>persistence rates</u> of these students will be examined and compared.
HUMANITIES DIVISION					
<p>Action 2.4.4 The Humanities Division will participate in an additional cohort in the Puente Program.</p>	Student equity funds to cover costs of additional cohort.	English Department Coordinator and Humanities Division Dean.	Implement in Fall 2016.	Increased persistence of Hispanic students from Fall to Spring.	Persistence rate of Hispanic students in Puente cohort will be compared with persistence of Hispanic students overall.
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
<p>Action 2.4.5 Library will develop a myLibrarian pilot program with Academic Support Center director.</p>	\$2,000 (Librarian time to facilitate 1-on-1 research consultations for select groups of INCITE and SDSI students.)	Dean, LLRISPS Director, ASC Systems Librarian	2015-16	Increase persistence rate of Hispanic and African American students.	Student persistence rates for those who participate
<p>Action 2.4.6 The Academic Support Center will enhance the pilot Student Diversity Success Initiative (SDSI) math cohort for at risk African American and Hispanic males. We plan</p>	\$12,900	Dean, LLRISPS Academic Support Center Tutoring Center Coordinator Dean of Counseling Dean of Mathematics	Summer 2015; Summer 2016	Higher rates of persistence and a reduced achievement gap in math courses for students who take advantage of the services offered through the Summer Math	Student persistence rates in math for students who participate

<p>to develop a Summer Math Institute Level Enhancement Pilot (SMILE) program designed to enhance basic skills math levels through a series of workshops and tutoring facilitated by a math instructor and use of ALEKS, a web-based computer software program.</p>				<p>Institute Level Enhancement pilot (SMILE)</p>	
<p>Action 2.4.7 Staff Development will deliver a series of workshops as part of the Teaching and Learning Certificate on factors that contribute to achievement gaps and strategies for reducing these gaps.</p>	<p>\$2,000</p>	<p>Dean, LLRISPS Staff Development Coordinator</p>	<p>2015-16</p>	<p>We plan to offer additional workshops and trainings. We aim to have 20% of these participants put what they've learned into practice in their classrooms/areas.</p>	<p>Post-workshop and training surveys; student persistence rates</p>
<p>Action 2.4.8 Staff Development will deliver a series of workshops as part of the New Faculty Seminar on factors that contribute to achievement gaps and strategies for reducing these gaps.</p>	<p>\$2,000</p>	<p>Dean, LLRISPS Staff Development Coordinator</p>	<p>2015-16</p>	<p>We plan to offer a year-long series of workshops and trainings to the 45 new faculty hired in 2015-16. There will be 14-16 workshops/trainings with 45-55 hours of participation, total. We aim to have 25% of these participants put what they've learned into practice in their classrooms/areas.</p>	<p>Post-workshop and training surveys; student persistence rates</p>

<p>Action 2.4.9 The Study Abroad program will deliver financial aid workshops in order to provide additional funding opportunities for at-risk and underrepresented student populations to attend study abroad programs.</p>	\$1,000	Dean, LLRISPS Study Abroad Coordinator	2015-16	Study Abroad is shown to be a high-impact practice (HIP) for all students, particularly for underrepresented minority students. We aim to increase our number of underrepresented student populations who attend study abroad programs by 10%.	Study Abroad participation records.
<p>Action 2.4.10 The Study Abroad program will hire Study Abroad Ambassadors to help recruit students from at-risk and underrepresented populations to attend study abroad programs.</p>	\$3,000	Dean, LLRISPS Study Abroad Coordinator	2015-16	Study Abroad is shown to be a high-impact practice (HIP) for all students, particularly for underrepresented minority students. We aim to increase our number of underrepresented student populations who attend study abroad programs by 10%.	Study Abroad participation records.
<p>Action 2.4.11 The Academic Support Center – Tutoring Center will enhance the Incite Program: Academic Support for Student-athletes Program</p>	Funded by the Basic Skills Initiative (\$52,000), Student Equity (\$30,000)	Dean, LLRISPS Director, ASC Dean of Physical Ed Director of Basic Skills	2015-2016	Provide orientations, progress checks, educational plans, success strategy workshops, and study hall to address the needs of under-prepared student-athletes and increase the success, retention, and persistence rates.	Mid-semester student surveys; student success, retention, and persistence rates.

MATHEMATICS AND COMPUTER SCIENCE

<p>Action 2.4.12 The Division has an overarching plan to address retention, success, and persistence of all students with a focus on underrepresented groups to reduce the achievement gap. Activities will include: Supplemental Instruction, increased tutoring support, participation in pilot "Early Alert" programs, participation in various special programs such as SDSI, INCITE, UMOJA, boot camps, review sessions, just-in-time remediation activities, and new technologies</p>	<p>Student Equity monies have been requested</p>	<p>Mathematics Dean and faculty working with the Academic Support Center and other programs on campus</p>	<p>Fall 2015</p>	<p>Increased measures in all three areas</p>	<p>Research Office will provide data on retention, success, and persistence of all students and underrepresented groups in particular</p>
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NATURAL SCIENCES

<p>Action 2.4.13 The Natural Sciences division will implement student equity projects aimed at improving performance in earth science and nutrition/foods courses</p>	<p>\$40K from student equity funds.</p>	<p>Natural Sciences Division Faculty</p>	<p>2015-2016 Academic Year</p>	<p>Increase course completion rates of African-American students by 2%, and monitors cognitive and affective domains in near-real-time to provide feedback and opportunity to revise approaches to improve learning and success.</p>	<p>Evaluate trends in student success and retention rates.</p>
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Action 2.4.14 The Natural Sciences division will implement boot camps and PUMP program to improve performance in chemistry	\$20K from student equity funds.	Natural Sciences Division Faculty	2015-2016 Academic Year	Increased rates of retention, sequence completion, transfer, and degree awarded	Evaluate trends in retention, sequence completion, transfer, and degree awarded
Physical Education					
Action 2.4.15 The Physical Education Division will support the Umoja program in their efforts to increase persistence rates for underrepresented groups.	Student Equity Funds	Umoja Director and Physical Education Faculty	2015-17	Increase persistence rates of African-American students and students from other underrepresented groups.	Course persistence rates of students from underrepresented groups will be tracked for evaluation.
Action 2.4.16 The Physical Education Division will support the development and hiring of a Manager of Special Projects, Umoja.	Student Equity Funds	Physical Education Dean, Division Faculty, and Athletic Coaches	2015-17	Increase persistence rates of African-American students and students from other underrepresented groups.	Course persistence rates of students from underrepresented groups will be tracked for evaluation.
Action 2.4.17 The Physical Education Division will research and develop strategies to increase student persistence rates for Hispanic and African-American students	Faculty stipends and/or reassigned time. Professional Development funds for training.	Physical Education Faculty with support from the Division Dean	2015-17	Increased persistence rates for Hispanic and African-American students.	Course persistence rates of students from underrepresented groups will be tracked for evaluation.
Action 2.4.18 The Physical Education Division will revise the student-athlete orientation program with strategies to increase student-athlete persistence rates.	None requested	Athletic Director and Athletic Coaches	2015-17	Increased persistence rates for student-athletes.	Course persistence rates of students from underrepresented groups will be tracked for evaluation.

<p>Action 2.4.19 The Physical Education Division requests a full-time Athletic Academic Counselor</p>	<p>\$75,000: General Funds, SSSP funds</p>	<p>Dean of Counseling, Dean of Physical Education, and Athletic Director</p>	<p>Spring 2017</p>	<p>Improved academic support that addresses the needs of at risk student-athletes.</p>	<p>Course persistence rates of students from underrepresented groups will be tracked for evaluation.</p>
<p>Action 2.4.20 The Physical Education Division requests 5 part-time mentorship/personal player development positions to address the social and personal needs of the under-prepared student-athlete.</p>	<p>\$120,000, Student Equity Funds</p>	<p>Athletic Director</p>	<p>Spring 2017</p>	<p>Improved social and personal development skills that have a direct impact on academic performance.</p>	<p>Course persistence rates of students from underrepresented groups will be tracked for evaluation.</p>

Goal 2: Fullerton College will reduce the achievement gap.

Objective 5: Increase the number of students from underrepresented groups participating in STEM activities.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
Action 2.5.1 The CalWORKs students in STEM majors will be identified and given "Engage in STEM" information. CalWORKs Counselors will have a comprehensive understanding of STEM so as to be able to discuss and encourage student participation.	CalWORKs and TANF funds	CalWORKs Coordinator will oversee implementation and track progress	Fall 2015 – Spring 2017	There will be an overall increase in student participation in the STEM Program	Data will be collected and compared to the 2013-14 and 2014-15 CalWORKs data
MATHEMATICS AND COMPUTER SCIENCE					
Action 2.5.2 Returning 611L to the Math Division or designate another area on campus for a STEM Resource Center.	Major facilities costs would be involved	Deans of Mathematics and Computer Science and Dean of Natural Sciences	Unknown. Due to the passage of Measure X it is unlikely that any major remodeling of the 600 building will take place in the near future	With the creation of a campus center devoted to supporting STEM students, the number of STEM students would increase	The level of support for students interested in STEM majors (including space utilization, activity participation, and outreach) would be monitored to assess the effects of this action.
NATURAL SCIENCES					
Action 2.5.3 The Natural Sciences Division will develop a STEM resource center	\$30K to support materials and resources required for the center. Funds should come from campus allotment.	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success retention and STEM enrollment rates.	Evaluate trends in student success and retention rates as well as enrollment in STEM majors.

Action 2.5.4 The Natural Sciences Division will hire a full time STEM coordinator	\$75K to support hiring of full time STEM coordinator.	Dean, Natural Sciences	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in participation and student success and retention rates STEM courses and activities.
Action 2.5.5 The Natural Sciences Division will host STEM Boot Camps	\$30K to continue to host these highly effective programs. Funds will come from campus and grants.	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in participation and student success and retention rates STEM courses and activities.

Goal 3: Fullerton College will strengthen connections with the community.

Objective 1: Strengthen our contacts with Alumni.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
Action 3.1.1 The Business/CIS Division will publicize and distribute materials on the FC Alumni Association to graduating students.	Business/CIS Division office staff with support from the dean.	Business/CIS Division office staff with support from the dean.	Fall 2015: Additional mailers to be sent out. Spring 2016: The updated website will be launched.	Mailings sent to degree and certificate completers.	Division has an active Facebook page with information on FC Alumni Association scheduled for posting in Fall 2014. Work has started on updating the Business Division web site. Once implemented, web site usage will be monitored and the site will be enhanced if needed to increase use.
DISABILITY SUPPORT SERVICES (DSS)					
Action 3.1.2 VRC will develop an alumni list and conduct activities to increase camaraderie and mentorships.	None requested	All VRC staff	Ongoing	Developing relationships with veteran alum will assist current veterans with transitioning to educational and civilian life.	The volume of alumni student veteran contacts and participation.
FINANCIAL AID OFFICE					
Action 3.1.3 Working with ECMC to reduce the College's Cohort Default Rate	Paid for using BFAP funds	Director, Financial Aid	Rolling out in 15/16, will measure effectiveness and adjust as necessary	Working with former FC students, we will be partnering with ECMC to reach out to those students who are delinquent or in default to try to rehabilitate their loan.	A decrease in the College's CDR, and increased satisfaction from former students that we reached out to help them.

NATURAL SCIENCES					
Action 3.1.4 The Natural Sciences division will host open houses and regularly scheduled guest speakers	Department funding	Natural Science Dean and division faculty	Academic year 2015 - 2016	Alumni will attend events as well as participate as guest speakers	Evaluate trends in attendance of events.
PHYSICAL EDUCATION					
Action 3.1.5 The Physical Education Division will develop an Alumni Contact Database to aid in connecting division activities with the interests of alumni.	Division budget	Athletic Director, Athletic Coaches, and Sports Information Director	2015-17	Increase the participation of student-athlete alumni in athletic and fundraising events.	The participation of student-athlete alumni in athletic and fundraising events will be tracked.
Action 3.1.6 The Physical Education Division will host an Athletic Hall of Fame event in spring 2017	Donations/Sponsorships Division funds	Physical Education Division Dean, Athletic Director, Athletic Coaches and staff.	2015-17	To celebrate alumni, faculty, and staff members and expand contacts with alumni.	The volume of contacts with alumni and number of alumni that participate will be tracked.

Goal 3: Fullerton College will strengthen connections with the community.

Objective 2: Strengthen partnerships with local feeder high schools and universities.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
<p>Action 3.2.1 The Office of Special Programs will incorporate workforce development into its overall plans. Office of Special Programs will also do more intentional outreach to underserved and at-risk populations by utilizing supplemental instruction, tutoring and other supportive services.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	Services to underserved and at-risk populations will increase course success rates and evaluations will assess student use of services.	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor
<p>Action 3.2.2 Building and strengthening of relationships with campus departments as well as local schools programs will be increased. The STEM program as well as the new Teacher Pathway Program will help enhance partnerships with Fullerton College.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	There will be an increase in the number of partnerships between OSP and other entities, and increased student participation.	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor

CAMPUS COMMUNICATIONS					
<p>Action 3.2.3 The Office of Campus of Communications will continue to grow its outreach programs to the top 30 feeder high schools. These programs include: the Ambassadors Program, Principals Luncheons, campus tours, and regular collaborations with the counseling division's outreach programs. Growth will be measured by approximate numbers of prospective students and high school staff that FC communications staff interact with and the amount of activities FC communications staff participate in.</p>	<p>Department funds</p>	<p>Director of campus communications, marketing and outreach assistant and web content specialist</p>	<p>2015-2016: This will be the year where the department begins to collect the data on outreach so achievable benchmarks can be set.</p> <p>Fall 2016-2017: Based on the amount of outreach done in 2015-2016, the department will establish and begin to work on growing outreach each year.</p>	<p>Stronger partnerships with local feeder high schools and an increase in prospective students applying from those schools</p>	<p>With the assistance of the Office of Institutional Research and Planning, the communications staff will create a tool to measure outreach. Results from that new tool to collect the data will inform effectiveness.</p>
COUNSELING (HSO)					
<p>Action 3.2.4 The Counseling Division's High School Outreach program will assist in the coordination of the Early Commitment program.</p>	<p>SSSP funds, counseling division general funds</p>	<p>Coordinator, High School Outreach Staff, High School Outreach</p>	<p>Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017</p>	<p>Increase the SSSP; Application, Orientation, Assessment, Student Educational Plan requirements of incoming high school students from 10-12 local feeder high schools.</p>	<p>SSSP requirements met for a minimum of 350 students. Priority registration coded for all completers of program. 100% of all program completers accounted for in MIS submission to state for SSSP funding.</p>

<p>Action 3.2.5 The Counseling Division's High School Outreach program will assist in the coordination of COUN 50 classes offered to Anaheim Unified HS District students.</p>	<p>Anaheim Unified HS District funding for all related instructional costs. SSSP funds, counseling division general funds for additional coordination and administrative costs.</p>	<p>Coordinator, High School Outreach Staff, High School Outreach</p>	<p>Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017</p>	<p>Prepare incoming high school students for college and meet SSSP requirements for priority registration.</p>	<p>SSSP requirements met for a minimum of 200 students. Priority registration coded for all completers of program. 100% of all program completers accounted for in MIS submission to state for SSSP funding.</p>
<p>Action 3.2.6 The Counseling Division's High School Outreach program will assist in the coordination of COUN 50 classes offered to Fullerton Joint Union HS District students.</p>	<p>Fullerton Joint Union HS District funding for all related instructional costs. SSSP funds, counseling division general funds for additional coordination and administrative costs.</p>	<p>Coordinator, High School Outreach Staff, High School Outreach</p>	<p>Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017</p>	<p>Prepare incoming high school students for college and meet SSSP requirements for priority registration.</p>	<p>SSSP requirements met for a minimum of 800 students. Priority registration coded for all completers of program. 100% of all program completers accounted for in MIS submission to state for SSSP funding.</p>
<p>Action 3.2.7 The Counseling Division's High School Outreach program will assist in the coordination of specially admitted students to COUN 50 classes offered at Fullerton College.</p>	<p>Campus extended day budget. Counseling division general funds.</p>	<p>Coordinator, High School Outreach Staff, High School Outreach</p>	<p>Spring semesters 2016 and 2017</p>	<p>Prepare students for college and meet SSSP requirements for priority registration.</p>	<p>SSSP requirements met for a minimum of 120 students. Priority registration coded for all completers of program. 100% of all program completers accounted for in MIS submission to state for SSSP funding.</p>
<p>Action 3.2.8 The Counseling Division's High School Outreach program will coordinate the High School Counselors' Breakfast.</p>	<p>Campus outreach budget, counseling general fund budget.</p>	<p>Coordinator, High School Outreach Staff, High School Outreach</p>	<p>Fall semesters 2015 and 2016</p>	<p>Inform counselors of events and programs for high school students, and provide opportunities to collaborate.</p>	<p>Minimum attendance of 65 HS counselors representing all top feeder high schools. New programs/opportunities explored for following year. Review feedback received from attendees.</p>

Action 3.2.9 The Counseling Division's High School Outreach program will coordinate the FC Family Night Event.	Campus outreach budget, counseling general fund budget.	Coordinator, High School Outreach Staff, High School Outreach	Spring semesters 2016 and 2017	Inform high school seniors and family members about FC, programs, services, and college attendance.	Minimum attendance of 350 community members. Review feedback received from attendees.
Action 3.2.10 The Counseling Division's High School Outreach program will coordinate the Jump Start program.	Campus general funds	Coordinator, High School Outreach Staff, High School Outreach	Fall 2015 - Spring 2017	Inform 9 th grade students about college and planning, and FC events and programs	Student and family attendance. Post-email feedback responses.
Action 3.2.11 The Counseling Division's High School Outreach program will coordinate the Gilbert Collaborative project.	District grant funds	Coordinator, High School Outreach Staff, High School Outreach	Fall 2015 - Spring 2017	Inform Gilbert and Polaris students about college, FC, and vocational options.	Post-surveys and evaluations.
Action 3.2.12 The Counseling Division's High School Outreach program will coordinate the Summer Transition program.	Campus extended day budget, counseling general fund budget	Coordinator, High School Outreach Staff, High School Outreach	Summer 2015 and 2016	Prepare new college students for college; create awareness of programs and services at FC; create student educational plan	A minimum of 80 students will successfully complete the program. 100% of program completers will have an approved one semester student educational plan.
Action 3.2.13 The Counseling Division's High School Outreach program will coordinate the Summer Bridge program.	Student Equity funds, counseling general fund budget.	Coordinator, High School Outreach Staff, High School Outreach	Summer 2015	Prepare new college students for college and inform of policies; create awareness of programs and services at FC;	Student attendance and number of program completers (baseline year).
Action 3.2.14 The Counseling Division's High School Outreach program will coordinate the Jump Start Parent Night.	Campus general funds	Coordinator, High School Outreach Staff, High School Outreach	Fall 2015	Inform parents of 9 th grade students about college planning and financial assistance, and FC events, programs, and services	Parent attendance. Review feedback received from attendees.

Action 3.2.15 The Counseling Division's High School Outreach program will coordinate the Fullerton College Student Advocate program.	Counseling general funds	Coordinator, High School Outreach Staff, High School Outreach	Fall semesters 2015 and 2016 preparation. Spring semesters 2016 and 2017 program implementation.	HS Outreach workers inform students about college and FC at participating high schools. Help students connect to services and programs as they transition to college.	Track number of students served, and their outcomes (did they apply to FC and did they end up in a program or service the following summer or fall semester).
Action 3.2.16 The Counseling Division's High School Outreach program will coordinate the Gilbert to FC Day.	District grant funds	Coordinator, High School Outreach Staff, High School Outreach	Fall 2015 - Spring 2017	Motivate Gilbert students to attend college; campus tour, career assessments, student panel Q&A, higher education presentation	Track number of students served and their outcomes. Post-surveys and evaluations.
Action 3.2.17 The Counseling Division's High School Outreach program will coordinate the MAS- Males Achieving Success program.	Student Equity Funds.	Coordinator, High School Outreach Staff, High School Outreach	Fall 2015 - Spring 2017	Motivate Latino high school male students to pursue college, inform student about college and FC programs and services	Track number of students served and their outcomes. Post-surveys and evaluations.
DISABILITY SUPPORT SERVICES (DSS)					
Action 3.2.18 DSS will educate high school special education staff, parents and students about necessary readiness criteria to be successful at a credit institution so these can be incorporated into the students' transition planning.	Additional DSS counseling hours to create content	DSS Director DSS Counselors	Ongoing	Students with appropriate college readiness skills will be more successful.	Completion and success rates of 1 st year DSS students will be compared to benchmark data.

<p>Action 3.2.19 The VRC will establish relationships with at least 50% of Region 8 post-secondary VRCs.</p>	None requested	VRC Coordinator	Ongoing	Fostered relationships with other colleges and potential transfer institutions will have a positive effect on transfer, degree and certificate rates.	Equity reports Increase in transfer, degree and certificate rates
EOPS/CARE/CALWORKS (COUNSELING DIVISION)					
<p>Action 3.2.20 EOPS will host the College Prep event for 13 feeder high schools to expose students to the FC campus matriculation requirements and campus resources</p>	EOPS funds	The EOPS Outreach staff	2015-2017	High School students will learn FC matriculation requirements and campus resources, including but not limited to EOPS/CARE, CalWORKs and FYSI programs	Surveys will be given to students at the conclusion of the College Prep event that will include an evaluation of student understanding of matriculation requirements and campus resources
<p>Action 3.2.21 EOPS Outreach will enroll students from 13 feeder high schools in the EOPS Counseling 050 course to provide instruction, guidance and resources for academic success as well information on EOPS program requirements</p>	EOPS funds	EOPS Outreach staff and EOPS Counseling 050 instructors	2015-2017	<p>After high school students complete the EOPS counseling 050 course, they will have knowledge of FC majors, programs of study, resources both on and off campus as well as the requirements to be in the EOPS program. Each student will also have a Student Education Plan.</p> <p>A partnership will develop between the EOPS Outreach team, the high schools that participate and recommend students to enroll in the EOPS Counseling 050 course and FC</p>	<p>Students completing EOPS Counseling 050 with a "C" or better will be considered to have such knowledge of FC majors, programs of study, resources both on and off campus as well as the requirements to be in the EOPS program as well as a Student Education Plan.</p> <p>Student enrollment in EOPS Counseling 050 is an indicator of partnership between EOPS, the 13 feeder high schools and FC</p>

FINE ARTS DEPARTMENT

<p>Action 3.2.22 The Art Department will Expand Digital Arts recruitment abilities by publishing digital arts publications featuring student work and helping them to secure employment based on the quality of presentation and the quality of student work included.</p>	<p>\$8,500</p>	<p>Faculty, Digital Arts</p>	<p>Fall 2015, Spring 2016 and continuing</p>	<p>Student pride and satisfaction in seeing their work published, improved reputation of the Digital Arts program among area high schools, and improved job placement for graduates.</p>	<p>Administration of surveys of participating high school teachers and students and surveys of participating college student artists</p>
<p>Action 3.2.23 The Art Department will Improve Student Recruitment and Music Department Promotional Activities</p>	<p>\$ 7,000</p>	<p>Marketing Representative, Fine Arts Director, Art Gallery Department Coordinator, Art Department Faculty, Illustration Coordinator, Digital Arts Faculty, Fine Arts Box Office Manager</p>	<p>Fall and Spring 2016 and continuing</p>	<p>A new and improved website and expanded social medial presence will improve student awareness of art programs, events, guest speakers and degree requirements, and better promote our classes, our exhibits, our permanent art collection, and our Artist in Residence program</p>	<p>Evaluation will include collection and analysis of Box Office records, festival attendance records, and Google analytics on web traffic, YouTube traffic, and Facebook likes</p>
<p>Action 3.2.24 The Music Department will Improve Student Recruitment and Music Department Promotional Activities</p>	<p>\$ 7,000</p>	<p>Coordinator, Music Department Coordinator Marketing Representative, Fine Arts Coordinator of Choral Studies</p>	<p>Fall and Spring 2016 and continuing</p>	<p>A new and improved website and expanded social medial presence will improve student awareness of art programs, events, guest speakers and degree</p>	<p>Evaluation will include collection and analysis of Box Office records, festival attendance records, and Google analytics on web traffic,</p>

		Coordinator of Piano Studies Coordinator of Voice Studies Coordinator of Vocal Jazz Studies Coordinator of Jazz Studies Coordinator of Guitar Studies		and certificate requirements, and better promote our classes, our exhibits, our permanent art collection, and our Artist in Residence program	YouTube traffic, and Facebook likes
Action 3.2.25 The Theatre Arts Department will Improve Student Recruitment and Music Department Promotional Activities	\$ 7,000	Faculty, Theatre Arts Faculty, Music Marketing Representative, Fine Arts	Fall and Spring 2016 and continuing	A new and improved website and expanded social medial presence will improve student awareness of art programs, events, guest speakers and degree and certificate requirements, and better promote our classes, our exhibits, our permanent art collection, and our Artist in Residence program	Evaluation will include collection and analysis of Box Office records, festival attendance records, and Google analytics on web traffic, YouTube traffic, and Facebook likes
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 3.2.26 Library Technology offers a section of LIB 100 F, Introduction to Research for Buena Park High School (BPHS) Students.	Course and transportation is funded by the Fullerton Joint Union High School District (FJUHSD).	Dean, LLRISPS	Summer 2015; Summer 2016	Strengthen partnerships with local feeder high schools.	Survey of stakeholders in Buena Park High School district. Exit survey of Lib 100 students to determine attitudes towards Fullerton College.

MATHEMATICS AND COMPUTER SCIENCE					
Action 3.2.27 The Math Program will strengthen its ties with feeder high schools and transfer institutions in Orange County and with the community	Funds to host high school faculty outreach events and other activities to strengthen partnerships	Dean of Mathematics and Computer Science and division faculty	Ongoing but to continue and be expanded in 2015-2016	Increased articulation agreements and increases in the number of high school students participating in Math/CS Division enrichment opportunities	Numbers of curricular agreements will increase
NATURAL SCIENCES					
Action 3.2.28 The Natural Sciences division will partner with local schools and organizations to promote STEM learning	Division funding	Dean and division faculty	Academic Year 2015-2016	New partnerships and collaborations will be established with schools and organizations.	Evaluation of number of collaborations and individual partnerships established.
Action 3.2.29 The Natural Sciences division will partner with CSUF to write HSI grants	None requested	Dean and division faculty	Academic Year 2015-2016	At least one grant will be written to support partnerships in training and transfer of student from FC to CSUF	Successful completion of grant. Successful funding of grant.
PHYSICAL EDUCATION					
Action 3.2.30 The Physical Education Division will work with the college articulation officer to improve articulation with transfer universities.	Division budget	Division Dean, Department Coordinators, Division Faculty	2015-17	Increase consistency between Fullerton College Physical Education programs and university lower division curriculum.	Evaluation will include an analysis of misalignment of curricula to assess impact of action.
Action 3.2.31 The Dance Department will continue to invite local high school dance students on campus.	Division budget	Dance faculty	2016-17	Market to and encourage local high school dance students to choose to attend Fullerton College	Evaluation will include the identification of interested students and determine if interested students enrolled at FC for the 2016-17 academic year.

Action 3.2.32 The Dance Department will visit local high schools to promote the dance program at Fullerton College	Division Budget	Dance Faculty	2015-2017	Strengthen relationships with local high school dance programs.	Evaluation will include a survey of students and faculty at the local area high schools.
SOCIAL SCIENCES DIVISION					
Action 3.2.33 Restart the Graduate Intern / Mentor program	None requested	Social Sciences faculty coordinators and Dean	Fall 2015- Spring 2017	Expanded adjunct faculty pool and pipeline to faculty from 4-year institutions. Improved student success, retention and persistence.	Higher success, retention and persistence of students in classes with graduate mentor program when compared to current benchmarks. Additionally, increases in volume of adjunct faculty from local 4-year institutions.
TECHNOLOGY & ENGINEERING					
Action 3.2.34 The Technology & Engineering Division will maintain existing articulation agreements with local high schools/ROPs and meet at least semiannually to consider new proposals and renew existing agreements.	Some support is needed and is funded via ongoing Perkins allocations.	Dean, faculty, and CTE articulation coordinator.	Review existing and consider new agreements on at least a semiannual basis.	The Division will maintain existing agreements with NOCROP and CCROP. During semiannual reviews new additions will be considered.	The CTE articulation coordinator will provide documentation showing the status of agreements for any program hosting an agreement for course articulation aligning with Technology & Engineering curriculum.

Goal 3: Fullerton College will strengthen connections with the community.

Objective 3: Strengthen partnerships with local business and industry.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
<p>Action 3.3.1 The Business/CIS Division will expand its program advisory committees and with input from business and industry representatives develop a three-year strategic plan for the division.</p>	Business/CIS Division faculty and dean.	Business/CIS Division faculty and dean.	Fall 2015: The division will evaluate all advisory committees. Spring 2016: Newly designed advisory committees will meet.	Increased size of program advisory committees with development of strategic plan.	Although the Accounting, Business, Real Estate departments updated and expanded their advisory committee membership, the CIS and Paralegal departments have a great deal of work to do to achieve this action. Ongoing.
CAMPUS COMMUNICATIONS					
<p>Action 3.3.2 The Office of Campus of Communications staff will continue to be members of local chambers of commerce and actively represent the college to the business communities in Brea and Fullerton through these organizations. The staff will also work with local elected officials to promote employment opportunities that are appealing to Fullerton College students.</p>	Department budget	Director of Campus Communications and the marketing and outreach assistant	Annually report on activates and partnerships.	Stronger partnerships with the local business community overtime.	With the assistance of the Office of Institutional Research and Planning the communications staff will create a tool to measure engagement with the business community. Results from that new tool to collect the data will inform effectiveness.

DISABILITY SUPPORT SERVICES (DSS)

<p>Action 3.3.3 The VRC will expand outreach to local VFWs, American Legions and other community veterans.</p>	<p>None requested</p>	<p>All VRC staff</p>	<p>Ongoing</p>	<p>Increase in scholarships for veteran students. Professional and social connections for student veterans will be made. It is unclear how increased outreach will result in increased scholarships. That has already been a result of some community outreach.</p>	<p>If the expected outcome is increased scholarships or networking, possible evaluations of effectiveness are measuring the scholarships awarded or number of students participating in these networking activities. (I agree Carlos)</p>
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EOPS/CARE/CALWORKS (COUNSELING DIVISION)

<p>Action 3.3.4 The EOPS/CARE Program will build community partnerships by inviting new local business and community members to serve on the EOPS and CARE Advisory Committees</p>	<p>None Requested</p>	<p>EOPS/CARE faculty and staff</p>	<p>2015-2017</p>	<p>By inviting new local business and community members to serve on the EOPS and CARE advisory committees, it will strengthen these partnerships.</p>	<p>Number of new members from the local community</p>
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FINE ARTS DEPARTMENT

<p>Action 3.3.5 The Fine Arts Division will continue to expand membership in CTE advisory committees.</p>	<p>Hospitality Funds: \$2,500 per year</p>	<p>Dean, Fine Arts Fine Arts CTE Program Leaders</p>	<p>Fall 2015 Spring 2016</p>	<p>Increased employment of Theatre Arts, Music, and Arts students in local arts related industries is expected. Increased enrollment in performance related curriculum is expected from outreach and recruitment efforts through an expanded</p>	<p>Data on technical theatre classes, digital arts class, commercial music class offerings, majors, and certificate completion. Employment placement tracking will be explored.</p>
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				Musical Theatre Touring Performance group(s).	
NATURAL SCIENCES					
Action 3.3.6 The Natural Sciences division will partner with the Division of Math and Computer Sciences and Growth Sector to investigate the potential of an accelerated STEM program including internships	None	Dean, Natural Sciences Faculty, Natural Sciences	Academic Year 2015-2016	Gain understanding of the viability of such a program which includes internships.	Compare understanding of program before and after investigation.
Action 3.3.7 The Natural Sciences division will pursue opportunities for STEM internships and donations from local business	None	Dean, Natural Sciences Faculty, Natural Sciences	Academic Year 2015-2016	One or two STEM internship opportunities and 3-5 potential equipment/fund sources	Achievement of outcomes.
PHYSICAL EDUCATION					
Action 3.3.8 The Physical Education Division will improve and increase connections with local businesses for sponsorships and fundraising.	Division budget and/or hospitality funds	Athletic Director and Sports Information Director	2015-17	Increase monetary support for extra-curricular programs within the Physical Education Division.	Evaluation will examine incoming resources for curricular programs.
Action 3.3.9 The Physical Education Division will increase the number of Business and Industry Advisory Committee meetings to a	Division budget and/or hospitality funds	Division CTE Faculty	2015-17	Improve instructional materials to insure students are receiving the most current information in preparation for gainful employment.	Evaluation will include assessment of information students are receiving.

minimum of two per academic year.					
SOCIAL SCIENCES DIVISION					
Action 3.3.10 Use of field trips and guest speakers in delivery of instruction	None requested	Social Sciences faculty coordinators and Dean	2015-2017	Develop Geography related speaker Bureau	Greater number and variety of speakers in departments and courses.
STUDENT AFFAIRS					
Action 3.3.11 Student Affairs will support community businesses through partnerships and promotions that also benefit Fullerton College and its students.	Staff and Students	Director, Student Activities AS/ICC Faculty Advisor Associated Students	Fall 2015 – Spring 2016	Director will attend the designated business organization in the local community, representing FC and supporting and promoting local Businesses. Seek additional local businesses to partner with A.S. in providing discounts for FC A.S.	Maintain list of current businesses and add new businesses, to determine the increased % of A.S. Benefits Partnerships Seek an additional 10 % of local business partnerships with A.S. in 2015-16, totaling 100. In addition to inclusion in the A.S. Handbook & Academic Planner, A.S. also plans to promote and feature the student discounts of these local businesses on the A.S. Website & in the A.S. Online Newsletter.

TECHNOLOGY & ENGINEERING

<p>Action 3.3.12 The Technology & Engineering Division will strengthen and maintain connections with local business and industry by hosting advisory sessions in each occupational area.</p>	<p>Limited need for hospitality costs associated with hosting meetings. Estimated \$1000 annually.</p>	<p>Area faculty and department coordinators schedule and host meetings with participation by the Dean and other college administrators and counselors.</p>	<p>Meetings are convened annually or semiannually depending on the requirements of the discipline.</p>	<p>Upon the advice of advisors the department faculty and administration will be better able to make informed decisions, validated by industry professionals, regarding curriculum development, equipment purchases and program direction. Engagement in these activities can also assist the college in addressing workforce and economic develop needs in the region.</p>	<p>A comparison of advisory recommendations to department actions can be made annually. Recommendations are documented in minutes from those meetings. The committee can compare their recommendations to actions taken by the college at the onset of the following meeting.</p>
<p>Action 3.3.13 The Technology & Engineering Division will work in collaboration with the Center for Applied Competitive Technologies (CACT) to develop and maintain grants and agreements addressing workforce development.</p>	<p>Resources are provided via grants developed in conjunction with the CACT.</p>	<p>Area faculty, Dean, Deputy Sector Navigator (Dong What Matters) and District staff (CACT).</p>	<p>The agreement with Disney Resorts has matured and is ongoing. The Nexus Veterans' grant has some opportunity to be refunded via state or H1B monies. CTE Enhancement funds will provide laboratory modernization through 2016. Departments will consider grant/funding opportunities and apply for those that offer a reasonable return.</p>	<p>It is expected that the Division will pursue grants and awards to supplement funding and maintain laboratory inventories to meet current industry standards as addressed by most Program Reviews in the Division. Engagement in these grant activities also assists the college in addressing workforce and economic develop needs in the region.</p>	<p>Effectiveness can best be evaluated by tracking the number of students served in special grant populations and by tracking their employment history, i.e., exit date, program, employer, and wages. The Nexus Veterans' grant provides a viable model for doing this.</p>

Goal 3: Fullerton College will strengthen connections with the community.

Objective 4: Increase funding capabilities of the college.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
Action 3.4.1 The Business/CIS Division dean will continue to scan and review available grant opportunities to finance technology implementation and new program development.	Business/CIS faculty and dean	Business division dean	Fall 2015: Grant applications not funded. Spring 2016: Funds will be sought from new sources.	Funding opportunities identified and pursued that coincide with achievement of division plans, in fulfillment of college goals.	EDUCAUSE survey tools were used to determine need and assess appropriate strategies for technology implementation. The results should be available in Fall 2014. The dean recently submitted two grant applications and will continue to scan for additional opportunities. Ongoing.
FINE ARTS DEPARTMENT					
Action 3.4.2 The Fine Arts Division will work closely with the Fullerton College Foundation to support their events, provide alumni contacts, and participate in their fundraising and membership drives.	None requested	Dean, Fine Arts Marketing Representative, Fine Arts	Fall 2015 and on-going	Increased Foundation membership by Fine Arts faculty and staff. Sharing of mailings lists. Increase in the principal of Fine Arts Scholarships	Evaluation will include the volume of events supported, membership data from Fine Arts memberships, and volume and amount of Fine Arts Scholarships

NATURAL SCIENCES					
Action 3.4.3 The Natural Sciences division will partner with CSUF to write HSI grants	None requested	Dean and division faculty	Academic Year 2015-2016	At least one grant will be written to support partnerships in training and transfer of student from FC to CSUF	Successful completion of grant. Successful funding of grant.
PHYSICAL EDUCATION					
Action 3.4.5 The Physical Education Division will develop an athletic marketing and fundraising plan.	Division budget, Hospitality Funds	Athletic Director and Sports Information Director	2015-17	Cultivation and expansion of donor base for fundraising for intercollegiate athletic programs.	Volume of donors and amount of donations.
SOCIAL SCIENCES DIVISION					
Action 3.4.6 Continue to take advantage of grants opportunities as they become available	None requested	Lab School Director	Fall 2015 – Spring 2017	Applying for Perkins Grant	Gaining Perkins funding

Goal 3: Fullerton College will strengthen connections with the community.

Objective 5: Increase engagement of the college with the community through college events, community service, and other partnerships.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
BUSINESS, CIS, & ECONOMIC WORKFORCE DEVELOPMENT					
<p>Action 3.5.1 The Office of Special Programs will incorporate workforce development into its overall plans. Office of Special Programs will also do more intentional outreach to underserved and at-risk populations by utilizing supplemental instruction, tutoring and other supportive services.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	Services to underserved and at-risk populations will increase course success rates and evaluations will assess student use of services.	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor.
<p>Action 3.5.2 Building and strengthening of relationships with campus departments as well as local schools programs will be increased. The STEM program as well as the new Teacher Pathway Program will help enhance partnerships with Fullerton College.</p>	Office of Special Programs/Business/CIS Division	Office of Special Programs/Business/CIS Division	Fall 2015-Spring 2018 with implementation as time and staffing permit	There will be an increase in the number of partnerships between OSP and other entities, and increased student participation.	Surveys, evaluations, student success and outcomes will determine, regular assessments and monitoring of programs will also be a factor.

CAMPUS COMMUNICATIONS					
<p>Action 3.5.3 The Office of Campus Communications will continue to look for ways to increase the college's connections with the community through service-based activities like Love Fullerton and community events like Fullerton and Brea State of the City luncheons. The office will promote and support campus-wide events that draw community members to campus, like KinderCaminata, Dia de los Muertos, Measure J Forums, athletic events, fine arts events and more.</p>	<p>Department funds</p>	<p>Director of Campus Communications, the marketing and outreach assistant and web content specialist</p>	<p>2015-2016: This will be the year where the department begins to collect the data on connections with the community so achievable benchmarks can be set.</p> <p>Fall 2016-2017: Based on the amount of community work done in 2015-2016, the department will establish and begin to work on growing its community efforts each year.</p>	<p>Stronger partnerships with the community</p>	<p>With the assistance of the Office of Institutional Research and Planning the communications staff will create a tool to measure community engagement. Results from that new tool to collect the data will inform effectiveness.</p>
COUNSELING-CADENA/TRANSFER CENTER					
<p>Action 3.5.4 The Cadena Cultural Center will coordinate the annual Worldfest event to bring together campus and community members.</p>	<p>Cadena Center Staff</p>	<p>CTC Director and Coordinator</p>	<p>Spring 2016 and Spring 2017</p>	<p>It is expected that we increase the number of campus and community members participating in Worldfest each year.</p>	<p>The number of campus and community members participating will be tracked each year.</p>

FINE ARTS DEPARTMENT					
Action 3.5.5 The Fine Arts Division will seek to increase audience participation in Art, Music, and Theatre events and festivals.	Expansion of Marketing monies supported in program review: \$ 21,000	Dean, Fine Arts Marketing Representative, Fine Arts	Fall 2015 and Spring 2016, if funded	Increased attendance at concerts, exhibitions, and plays. Increased registration at Fine Arts festivals	Box Office Records and Festival registration records.
HUMANITIES DIVISION					
Action 3.5.6 The English Department will publish two issues of Live Wire, the campus literary/arts journal.	Funding received from the District Strategic Fund.	English Department Coordinator, Live Wire faculty advisor.	By Spring 2016.	Two issues of Live Wire will be published.	The number of page views of the online journal will be monitored and increased over the previous year.
Action 3.5.7 The ESL Department will redesign the English as a Second Language website in order to provide more effective information to incoming and current students within the community.	None requested	ESL Department Coordinator and ESL full-time faculty.	Spring 2016.	Increase enrollment in the ESL program.	Survey students in program to determine how many were encouraged to enroll after viewing the new website.
Action 3.5.8 The Humanities Division will enhance its website to provide better and more accurate information for students.	None requested	Humanities Division Dean	By Spring 2016.	Students who visit the site will receive better information about the division and departments.	Survey of students who have visited the site.
Action 3.5.9 The Foreign Language Department will host the annual French Film Festival on campus in Spring 2016 and Spring 2017.	None requested	French Film Festival Committee, Foreign Language Department Coordinator, full-time and adjunct Foreign Language faculty, and Humanities Division Dean.	Planning- Fall 2015 Event- Spring 2016 Planning – Fall 2016 Event – Spring 2017	Increase the number of tickets sold from prior year; increase awareness of French Films in the Fullerton College community and community at large; strengthen partnerships with local High Schools,	Survey of attendees and comparison of tickets sold to prior year.

				colleges and universities through advertising efforts.	
LIBRARY/LEARNING RESOURCES, INSTRUCTIONAL SUPPORT PROGRAMS AND SERVICES					
Action 3.5.10 An FC librarian will participate in Fullerton Heritage's Historic Hillcrest Park Walking Tour by serving as a docent and providing archival materials for a historic home that was formerly the residence of an FUHS and Fullerton Junior College instructor.	\$100 for printing costs	Dean, LLRISPS Circulation Librarian	Summer 2015	Five hundred community members are expected to attend the house tours. Fullerton College Library will create good will and appreciation of the college through the collaboration.	Follow-up evaluation of members of Fullerton Heritage, a non-profit dedicated to preserving Fullerton's past for future generations.
Action 3.5.11 An FC librarian will develop an Author series with Friends of the Fullerton College Library.	\$500 Author stipend \$200 Marketing supplies Librarian time to coordinate and present an author series.	Dean, LLRISPS Systems Librarian	Fall 2015 Fall 2016	Increase engagement between college community and professionals working in the field.	Survey of participants
NATURAL SCIENCES					
Action 3.5.12 The Natural Sciences division will partner with local schools and organizations to promote STEM learning	Division funding	Dean, Natural Sciences Faculty, Natural Sciences	Academic Year 2015-2016	New partnerships and collaborations will be established with schools and organizations.	Evaluation of number of collaborations and individual partnerships established.
Action 3.5.13 The Natural Sciences division will host open houses and regularly	Department funding	Dean, Natural Sciences Faculty, Natural Sciences	Academic year 2015 - 2016	Alumni will attend events as well as participate as guest speakers	Evaluate trends in attendance of events.

scheduled guest speakers					
PHYSICAL EDUCATION					
Action 3.5.14 The Physical Education Division will develop partnerships with local youth organizations.	Division Funds/Hospitality Funds	Dean, Athletic Director, Faculty, and Staff	2016-17	Increase awareness of the programs available in Physical Education and Athletics at Fullerton College.	Evaluation will include number of schools contacted and partnerships fostered.
Action 3.5.15 The Physical Education Division will develop and implement a Fitness/Wellness lecture series.	Division Budget, Hospitality Funds, Professional Development Funds, Honoraria for speakers	Dean, Division Faculty	2016-17	Increase and improve awareness of fitness and wellness trends for the campus community and the college's service area.	Evaluation will include a survey of the college community on awareness of fitness and wellness topics.
SOCIAL SCIENCES DIVISION					
Action 3.5.16 Participate, hold, and promote community related events	Funding for office assistance, supplies, and other materials.	Dean, Social Sciences Department Coordinators, Social Sciences	Fall 2015 – Spring 2017	Increased number of events and participation in community related events.	Continue to run the KinderCaminata program Expand support of field trips through funding of cost of attendance of students who are unable to pay for transportation and/ tickets to the events/venues

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