

## **Program Performance Review: Culmination Meeting Memo Chicana and Chicano Studies, B.A. Program**

The 2014-2015 Program Performance Review (PPR) process for the B.A. Program in Chicana and Chicano Studies concluded with a culmination meeting on March 4, 2016.

The following people attended the meeting: Shari McMahan (Deputy Provost), Peter Nwosu (AVPAP), Sheryl Fontaine (Dean, HSS), Lynn Sargeant (Associate Dean, HSS), Alexandro Gradilla (Faculty, Former Chair), Erualdo Gonzalez (Chair), Monica Hanna (Faculty), Gabriela Nuñez (Faculty), Patricia A. Pérez (Faculty), Su Swarat (Director of Assessment and Educational Effectiveness).

During the meeting, the program was commended for its significant accomplishments, which include:

1. Dr. Gradilla, Chair, has done an outstanding job of stabilizing the department after a challenging period of change.
2. Department has hired and retained a strong core of dedicated teacher-scholars who have been recognized by the College and the University for their teaching, scholarship, and service.
3. Department provides leadership to the College and the campus on issues of social justice and community engagement through its curriculum, its student organizations, and through faculty research and scholarly activities.
4. Department has several innovative elements to its curriculum, including service-learning courses and student-faculty research collaborations, that support the campus' commitment to High Impact Practices. The Deputy Provost indicated that the university is working on documenting the impact of the HIPs, with the ultimate goal of "rewarding the department for doing the work".
5. The curriculum increasingly reflects a more multi- and interdisciplinary mix of social science and humanities areas of study and, with increased cross-listing with departments such as English, Modern Languages, and History, will also attract more students with these scholarly interests.
6. In collaboration with Asian American Studies and African American Studies, the Department has worked to develop a shared Ethnic Studies curriculum that offers a common foundation for students in all three of these majors.

The major recommendations and concerns raised through the PPR process were discussed. Suggestions on how to address them were provided:

1. Departmental Governance/Organization:
  - The external reviewers recommended the department to implement a systematic method of sharing information and communicating among the faculty, and to create by-laws to clarify expectations, roles, responsibilities, decision-making, policies, and procedures related to departmental administration and governance.
  - The Chair commented that the faculty have not had the chance to work out the processes. Given the small size of the faculty, decisions are typically made through consensus without much reliance on formal policies. The faculty indicated that the by-laws are being developed using examples from other departments. The goal is to complete the by-laws this year.
  - The previous Chair indicated that the department had been operating under "crisis mode" in order to stabilize the faculty. Now that the department is moving toward maturation, there is a need to establish a normative culture and procedures.

**Program Performance Review: Culmination Meeting Memo  
Chicana and Chicano Studies, B.A. Program**

2. Student Outreach:

- The department is recommended to identify recruitment opportunities for majors, and to establish outreach strategies to undeclared students and to community college partners to increase the number of students for whom Chicano Studies is the primary major.
- The faculty indicated that outreach is the priority for this year, and recruitment strategies have been identified. For example, a brown bag series has been launched to create a sense of community among majors; Articulation agreements with community colleges are being discussed to facilitate the transfer of students to the department; Chicano 102 was redesigned and now includes a career component, which now attracts many more students and thus more majors earlier on.
- The faculty expressed the concern that in order for Chicano 102 to be successful, the sections need to be capped at 25. To sustain this model, university support is needed. The Deputy Provost said that the university will look into this.
- The department is also recommended to participate in “Fullerton Day” and the Summer Institute for community counselors to reach out to more students.

3. Curriculum:

- The external reviewers recommended the department to develop more transparency in curriculum around the disciplinary and interdisciplinary content, methods, and theories throughout the path of the major, and ensure that there is clear scaffolding for majors toward preparation for the capstone course, currently listed as Ethnic Studies 490. The department was also recommended to include at least one required course for the Chicano Studies minor.
- The faculty acknowledged the recommendations, and are currently examining the minor’s curriculum to determine required core courses.
- Since Ethnic Studies 490 is “shared” with the other two ethnic studies programs, decisions regarding this course needs to be made collaboratively with the other two Chairs. The department is recommended to organize a faculty retreat on this issue, which the college and the Provost’s office will help support.
- The Dean and the AVPAP recommended the development of by-laws for all ethnic studies programs. The faculty acknowledged the need.

4. Assessment:

- The department is making progress on assessment. It is recommended to work with the HSS assessment liaisons and the Office of Assessment and Educational Effectiveness to develop a sustainable assessment process that works within the constraints of a relatively small department.

5. Space:

- The faculty voiced the need to have reliable, dedicated space for student community building.
- The Dean said that the college is working with the Chairs on large classroom distribution to ensure the classrooms meet instructional needs. The idea of shared common space needs to be discussed among all HSS Chair – more efficient use of space should be considered.

6. Faculty funding:

- The faculty requested release time to allow small departments to meet all compliance requirements. They indicated that release time is critical to major curriculum innovations.
- The faculty also requested additional travel funds that accurately reflect the increasing number of faculty in the department.

**Program Performance Review: Culmination Meeting Memo  
Chicana and Chicano Studies, B.A. Program**

- The Dean acknowledged the needs, and agreed to examine the funding formula to help address some of the issues. However, she suggested that additional pay, instead of release time, may be a more sustainable way of supporting requirements such as assessment. Conversations at the college level need to take place to determine ways to appropriately reward the work.

7. Student funding:

- The faculty requested funding for experiential learning, scholarships, student research, and an “Artist-in-Residence” program.
- The Dean acknowledged the requests, and commented that these requests are common among HSS departments. The college budget committee will examine how miscellaneous fees this year can be used to support some of these requests.
- The Deputy Provost also recommended the department to consider fundraising efforts with alumni, and work in conjunction with the college’s marketing specialist to reach out to alumni.

The Dean concluded the PPR culmination meeting by commending the department – despite its small size – for its amazing accomplishments and huge presence on campus. The department’s contribution to the university is greatly appreciated and should be further acknowledged.