



FULLERTON COLLEGE STRATEGIC PLAN: 2015 – 2017

Goal 1: Fullerton College will increase student success.
Objective 1: Address the needs of under-prepared students.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Academic Computing Technologies					
Action 1.1.1 Academic Computing will increase the network backbone capacity from 1Gb to 10Gb to accommodate additional wireless traffics on campus.	Instructional equipment fund.	ACT network engineers.	2015-2017.	Backbone network switches will be replaced.	With new switches backbone capacity will measure 10Gb
Action 1.1.2 Academic Computing will utilize the latest Microsoft System Center Configuration Manager to manage computers on campus.	Instructional equipment fund.	ACT computer specialists	2015-2017.	Automate windows updates on a regular basis. Automate computer software deployment. Remote support capability.	Windows updates will be automated as will software deployment and remote support will be possible
Business and CIS					
Action 1.1.3 The Business & CIS Division will utilize early diagnostic tools in Business Writing and Business Communications classes to identify under-prepared students in writing skills and refer them to the Academic Support Center.	Business Administration and Management faculty teaching BUS 111 F and BUS 211 F.	Business Administration and Management faculty teaching BUS 111 F and BUS 211 F.	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.	Diagnostic implemented uniformly across all sections taught by FT and adjunct faculty, with referrals for at-risk students.	Diagnostic tool implemented via McGraw Hill Connect. Students have a customized plan with online tutoring in areas which have been identified with weak skills. Diagnostic pre-test given to all 111 F students. Students who do not obtain 60% or

					more 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.
Counseling					
Action 1.1.4 The Counseling Division—Assessment Center will develop a process to offer large group advising sessions to students on the same day they take placement exams	SSSP funds	Dean of Counseling SSSP Coordinator Assessment Coordinator	Fall 2015 planning, Spring 2016 implementation	Increased completion by new and returning students of SSSP requirements	Compare data from spring 2015 to spring 2016 of number of new and returning students completing SSSP requirements
Action 1.1.5 The Counseling Division – Career and Life Planning will provide a series of workshops titles “Uncertain About Your Major”	Strong Interest Inventory or Kuder Assessment (SSSP)	CLP Center Coordinator, Counseling Faculty	2015-2017	Students will gain knowledge of campus and career resources to identify a major in order to complete a Student Educational Plan.	Pre- and Post-Surveys of student major decisions.
Action 1.1.6 The Counseling Division—Counseling Center will further develop and enhance methods to deliver counseling services and support to students who	SSSP funds	Dean of Counseling SSSP Coordinator Counseling Faculty	2015-2017	Increased capacity to reach students placed on probation via electronic communication. Fewer dismissed students.	Number of students using Comevo to access counseling support. Comparison of length of time on probation between students who participated in intervention and those

have been placed on probation					that did not, along with common enrollment characteristics.
Disability Support Services (DSS)					
Action 1.1.7 Increase services in the DSS's Instructional Component- the Adaptive Computer Lab (ACL)	Need additional DSS instructional staffing	DSS Instructor Director	Fall 2015 and on-going	DSS students will be better prepared academically by participating in the ACL classes	Persistence and success of students who use the ACL will be tracked to measure improvement
Action 1.1.8 Increase staff in the DSS Adaptive Computer Lab (ACL)	Need to hire adjunct faculty in ACL	Director	Spring 2015	More students will be served in this integral DSS program, thus increasing their academic competency	The number of students who use ACL will be tracked to measure increased usage
Action 1.1.9 DSS will design and implement new methods to address basic skills deficiencies in DSS students.	Need to hire adjunct faculty in ACL	DSS instructor Director	Ongoing	Improve DSS student success and completion rates in Basic Skills courses	Student success and completion rates will be compared to those before the new methods to measure effectiveness
EOPS/CARE/CalWORKs (Counseling Division)					
Action 1.1.10 EOPS will create an online New Student Orientation (NSO) through Comevo	None requested	EOPS Student Service Specialists with Comevo training	2015-2017 Online NSO will be active for students new to EOPS for fall 2015	EOPS students will have greater access to the New Student Orientation by having it online. To complete the NSO and be served by EOPS, each student will have to submit the correct answers on the Exam at the end of NSO. After completing the NSO, all students will be prepared to successfully comply	Data will compare NSO completion with students' EOPS Program compliance rates.

				with the EOPS Program requirements.	
Action 1.1.11 The EOPS Program will provide its students with one-on-one tutoring through the FC Tutoring Center to address the needs of students who place below college level Math	EOPS funds Student Equity funds	Referrals to made by the EOPS Counseling staff	2015-2017	Improved rates of students successfully completing Math courses.	Compare data of students receiving one-on-one tutoring services and those not receiving services to course completion and success rates and compare their performance before receiving tutoring and after
Financial Aid Office					
Action 1.1.12 Implement Single Sign On between Banner and other FA systems	Time only involved	Director, FA	Ongoing, to be completed by 2016/2017 AY	Students will have SSO capability between myGateway and numerous other FA systems websites. Currently, they must log in and create accounts separately for each.	Increase in student satisfaction. Decrease in calls of students forgetting username and passwords and being "locked out" of systems.
Action 1.1.13 Provide additional on-line resources for students	Paid for from BFAP funds	All FA Office staff and Director, FA	Being rolled out during the 15/16 AY	Rolling out new methods for assisting students including expanding Cash Course financial literacy, FATV, Get SAP, and better utilizing Twitter and Facebook support help. Services would be available 24/7, to complement the verification software platform that is also 24/7.	Will add questions to department end of year survey to see the effectiveness of on line modalities for delivering these services that were formerly in person workshops, and made modifications as necessary.

Action 1.1.14 Automate the FWS job application process	Paid for from BFAP funds	FA Technician and Director, FA	Being phased in beginning fall 2015	Students and departments will be able to use on line system to post, apply for, and hire FWS student workers. System will continue to be enhanced each semester until it is fully implemented.	Increase in both department as well as student participation in the FWS program. Student satisfaction survey at the end of the year, as well as department feedback.
Action 1.1.15 Implement SMS Text message notification for FA students	No additional cost as it is included in our current contract with the vendor	Director, FA	Rolling out summer 2015 and ongoing	Students who choose not to use email options will be able to receive notification on their FA and from the FA Office via text messaging.	Increase in response time from the student to the FA Office, so that processing can continue and students can receive their award and payment sooner. Will be evaluated via student survey.
Humanities Division					
Action 1.1.16 The English Department will strengthen composition program coherence through ongoing training for part-time faculty.	\$34,500 for adjunct training.	English Department Coordinator	Training sessions will be held prior to the fall and spring semester. Level committees will meet during summer to plan the training for adjunct faculty. The composition program handbook will be updated as needed.	Students who progress from one course in the sequence to another will have success rates that equal or exceed those who place directly into the higher-level course. Overall success rates for students in composition courses will improve.	The department will compare the success rates of affected students before and after the training occurs.
Action 1.1.17 The English Department will evaluate the effectiveness of the new course, ENGL 99, and determine the need for expansion.	None.	English Department Coordinator	Spring 2016.	Accelerated students will complete ENGL 100 at a higher rate than comparable students taking the traditional route.	The success rate of students who reach ENGL 100 via the accelerated pathway will be compared with comparable students

					who reach ENGL 100 via the traditional pathway.
Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
MATHEMATICS AND COMPUTER SCIENCE					
Action 1.1.18 Expand emerging educational technology use by students and faculty in math courses.	\$35 per hour Prof. Expert pay for 20 hours for two instructors to train as division tech experts = \$1,400 20 Bamboo boards, webcams and/or microphones at \$125 = \$2,500 \$4,000 for 20 Camtasia licenses Four 2-hour training sessions at \$35/hour Prof. Expert pay for trainers = \$280 Total Resources = \$8,180	Dean of Mathematics and Computer Science Faculty will lead the investigations of new technology	Begin investigation in fall of 2015, with a gradual infusion of new technologies over the coming years	An increase in success and retention rates in FC Math courses Increased success and retention among all students, but especially those under-prepared where the use of emerging technologies may be the most beneficial	Course retention and success will be analyzed for students that utilize emerging educational technologies.
Natural Sciences					
Action 1.1.19 The Natural Sciences Division will increase	\$30K to support faculty travel and training and time for material preparation.	Dean	Fall 2015 –Spring 2017	2% increase in success and retention rates in each of the division areas where faculty are	Evaluate trends in student success and retention rates. Student success and retention

participation in the Science Literacy Initiative				trained and implement these strategies. If the combined effect of all of these areas is a 2% increase of success and retention, then I am not certain how each individual effort should be measured in terms of effectiveness. It would help if that is clarified.	rates will show a 2% increase in comparison to current benchmarks.
Action 1.1.20 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 1.1.21 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 in comparison to current benchmarks.
Action 1.1.22 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 1.1.23 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.
Action1.1.24 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.
Action1.1.25 The Natural Sciences Division will develop and implement a “basic skills for Science curriculum”.	\$30K to support faculty travel and training and time for material preparation.	Dean and division faculty	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates.

Physical Education

Action 1.1.26 The Physical Education Division will continue to provide support for the INCITE program in addressing the needs of under-prepared student athletes.	Basic Skills Funding	Director of Academic Support Center, Tutoring Center Coordinator, Athletic Director, Athletic Coaches	2015-2017	Improved academic success for student-athletes.	Increases in the number of student participants and increases in their academic success.
Action 1.1.27 The Physical Education Division will increase the number of student-athletes utilizing the resources available through INCITE.	None requested	Athletic Director, Athletic Coaches	2015-17	Improved academic success for student-athletes.	Increases in the number of student participants and increases in their academic success.

Social Sciences

<p>Action 1.1.28 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 success rates of underprepared students participating in instructional support services.</p>	<p>Students that participate in instructional support services will have higher course retention and course success when compared to similar students that did not participate.</p>
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Goal 1: Fullerton College will increase student success.

Objective 2: Increase course retention and success.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Counseling					
Action 1.2.1 The Counseling Division—Counseling Center will develop and implement a tool for students to access independently online for counseling support and information at various stages (new, continuing, finishing) while attending FC	SSSP funds	Dean of Counseling SSSP Coordinator Counseling Faculty	2015-17	Students will access information as needed independently at their convenience. Suggested follow up with campus personnel will also be recommended.	Brief pre/post quizzes will be imbedded in sections throughout the tool. Students will demonstrate increased knowledge of college procedures/requirements and available resources. The volume of student usage of tool will also be evaluated.
Disability Support Services (DSS)					
Action 1.2.2 Increase the number of workshops that are presented in the ACL related to success and retention for students with disabilities.	Materials and staffing for additional trainings and workshops	DSS Instructor and Staff	Ongoing	Increase success, retention and completion rates in DSS students Reduce the percentage of DSS students on academic probation and dismissal	The number of new workshops will be documented. Success, retention and completion rates after increased workshops will be compared to previous benchmarks to measure effectiveness.
Action 1.2.3 DSS will develop and implement an improved method to follow-up with DSS students who are struggling academically	Additional DSS counseling hours to develop strategies and provide follow-up.	DSS Counselors	Fall 2015 and ongoing	Reduce the number of DSS students on probation	The number and rate of students on probation will be compared to previous benchmarks to measure effectiveness

<p>Action 1.2.4 VRC will enhance its Tutoring Program and develop academic support programs.</p>	<p>Additional tutors will be retained. Specialized academic support program developers</p>	<p>VRC Director, VRC Coordinator, VRC Counselor, Professional expert</p>	<p>Fall 2015 and ongoing</p>	<p>Increase success rates of student veterans.</p>	<p>Success rate reports</p>
<p>Action 1.2.5 VRC will develop and implement a mental health and suicide prevention program for at-risk veterans and their families.</p>	<p>Mental health professionals</p>	<p>VRC Director, VRC Coordinator</p>	<p>Ongoing</p>	<p>Improved overall mental health in student veterans will lead to higher success rates</p>	<p>A Student Satisfaction Survey will be administered to assess student satisfaction with services received. Comparison of success rates after mental health intervention to pre-service rates of success.</p>
<p>EOPS/CARE/CalWORKs (Counseling Division)</p>					
<p>Action 1.2.6 The EOPS Program will implement the Academic Progress Report (APR) and count as one of the 3 mandated counseling contacts</p>	<p>None Requested</p>	<p>EOPS staff and counselors</p>	<p>Fall 2015 – Spring 2017</p>	<p>The APR will be used as an intervention strategy to assess students' progress towards course retention and success. Students given positive remarks and passing grades on the APR will be given Counseling Contact Credit. Students who receive negative comments and non-passing grades will meet with an EOPS counselor for an in depth evaluation and a "next step" strategy, such as tutoring, study skills and other items leading to course retention and success.</p>	<p>APR intervention strategies and subsequent student success in coursework (grades, completion, etc...) will be analyzed for efficacy, including but not limited to tracking the increase in students receiving positive remarks as the program continues.</p>

<p>Action 1.2.7 The CalWORKs Program will require students on Academic or Progress Probation to submit a mid-semester Progress Report. Students who are not making satisfactory progress in their coursework will be required to meet with their CalWORKs Counselor. CalWORKs counselor will identify potential or current barriers to student success and make appropriate referrals as necessary</p>	<p>CalWORKs and TANF funds</p>	<p>CalWORKs Coordinator will oversee implementation and track services</p>	<p>2015-2017</p>	<p>Students will develop tools and strategies which will assist them in identifying and utilizing resources to ensure satisfactory progress. Overall outcomes will reflect an increase in students maintaining satisfactory progress in their coursework, and a decrease in recidivism (inability in maintain satisfactory progress and future placement on Academic Probation or Progress Probation).</p>	<p>Data will be collected and compared to the 2013-14 and 2014-15 Academic Probation and Progress rates. Overall outcomes will reflect an increase in students maintaining satisfactory progress in their coursework, and a decrease in recidivism (inability in maintain satisfactory progress and future placement on Academic Probation or Progress Probation).</p>
<p>Action 1.2.8 CalWORKs students will sign a CalWORKs Program Contract, which will include requiring students to meet with their CalWORKs Counselor when they are struggling in a course and/or considering dropping a course. Counselor will identify precipitating factors and provide appropriate interventions as necessary</p>	<p>CalWORKs and TANF funds</p>	<p>CalWORKs Coordinator will oversee implementation and track services</p>	<p>2015-2017</p>	<p>Students will develop tools and strategies which will assist them in identifying and utilizing resources to ensure satisfactory progress. Overall outcomes will reflect an increase in student retention and success.</p>	<p>Data will be collected and compared to the 2013-14 and 2014-15 retention and success rates.</p>

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Financial Aid Office					
Action 1.2.9 Creation of one-stop shop with partner Campus Logic	Paid for from BFAP Funds	Director, FA	To be completed by the end of the 2015/2016 AY	In 2014, we implemented on line verification. We are now rolling out other forms in an electronic format, and integrating them with a new FA Award Letter. Students will go to one area within myGateway to complete all financial aid processes, after the FAFSA.	We continually receive complaints from students who cannot locate the required information within myGateway. These changes will streamline and house everything in one area, and student traffic and phone inquiries and frustration should decrease.
Action 1.2.10 Change in loan awarding to offered awards	No cost, work with consultant to change Banner set up	Director, FA	To be completed and tested by the end of 15/16 year. Will be piloted in 15/16, and assess the effectiveness.	To decrease fraud, and streamline the process, as well as to comply with current Federal guidance, loans will be "Offered" upfront in myGateway on the FA award. This eliminates the need to collect paper loan request forms at the counter, and expedites the processing of Federal Direct Loans.	Will assess at the end of the spring 2016 semester, to see if the loan volume changed drastically, and make modifications as necessary.
Fine Arts Department					
Action 1.2.11 The Theatre Arts Department will lobby for the creation of a consistently funded Theatre Guest Artist/Speaker Program	\$ 7,500 per year	Dean, Fine Arts Program Lead	Fall 2015 or Spring 2016, if funded	Student awareness of specific theatre skills will increase. Student awareness of theatre careers will increase. Student awareness of performance and	Records of student attendance, surveys from student participants, and written evaluations from guest Artists.

				collaboration techniques will increase.	
Action 1.2.12 The Music Department will lobby for the creation of a consistently funded Music Guest Artist/Speaker Program	\$ 7,500 per year	Dean, Fine Arts Program Lead	Fall 2015 or Spring 2016, if funded	Student awareness of specific theatre skills will increase. Student awareness of theatre careers will increase. Student awareness of performance and collaboration techniques will increase.	Records of student attendance, surveys from student participants, and written evaluations from guest Artists.
Action 1.2.13 the Art Department will lobby for Increased funding for the Artist in Residence Program to allow that program to continue attracting top-tier professional artists to inform our students about artistic techniques, mediums, tools, and careers,	\$ 8,000 (artist plus videographer stipend increases)	Dean, Fine Arts Program Lead	Spring 2016, if funded	Program attractiveness to prospective artists by offering a more competitive stipend. Improve student, college and general public awareness of the Artist in Residence Program through enhanced video usage on the web.	Records of student attendance, surveys from student participants, written evaluations from guest Artists, Google analytics on web visits, Facebook likes, and YouTube traffic.
Action 1.2.14 The Art Department seeks to continue the Art Department Guest Speaker Series, supported by Program Review, 2011-12	\$ 5,500	Dean, Fine Arts Program Lead	Fall 2015, if funded	Student awareness of specific theatre skills will increase Student awareness of theatre careers will increase. Student awareness of performance and collaboration techniques will increase.	Records of student attendance, surveys from student participants, and written evaluations from guest Artists.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Humanities Division					
Action 1.2.15 The English Department will increase student access to fulltime English faculty	\$378,000 for six full-time faculty positions. (\$63,000 per full-time faculty position).	English Department Coordinator	Each year, the English department will request hiring 2 new full-time faculty in addition to any faculty positions that are replacements for retiring faculty members	Increased student retention and success, particularly in basic skills courses.	Retention and success rates for new full-time faculty (as a whole) will be compared with that of adjunct faculty.
Action 1.2.16 The English Department will evaluate effectiveness and viability of online instruction and expand online course offerings	\$4,500 for computer hardware and software. \$4,200 for 120 hours of professional expert pay to plan and conduct training. For a total of \$8,700.	English Department Coordinator	Fall 2015-Spring 2017. Faculty training will occur in 2015-2016. Additional online sections will be offered in Fall 2016	Student success rates in online sections of ENGL 100 will be compared to those in face-to-face sections. Student engagement data will be gathered and analyzed. A plan for expanding online instruction of ENGL 100 will be developed.	Retention and success rates will be compared. Number of online sections will increase.
Action 1.2.17 The English Department will update and enhance technology in department classrooms in order to increase student engagement using interactive classroom technologies to include electronic interactive whiteboards, upgraded demo station hardware, and upgraded Wi-Fi and Ethernet capabilities	\$132,000 for upgraded demo station computers, and interactive whiteboards. \$11,000 for computer software for increased interactivity for a total of \$143,000.	English Department Coordinator	Spring 2017	Student retention and success rates will improve in classes held in classrooms updated with the higher level of interactivity provided by either electronically interactive whiteboards or technology that can make current white boards interactive and multiple device connectivity.	Faculty will be surveyed to gauge increased use and perceived effectiveness of technology in the classroom and instruction.

<p>Action 1.2.18 The English Department will open a dedicated ENGL Department instructional computer lab</p>	<p>Approximately \$17,500 for 35 computer tables and \$65,000 computer hardware, demo station, and printer for a total of \$82,500</p>	<p>English Department Coordinator</p>	<p>By Spring 2017</p>	<p>An increase in the number of instructors holding class sessions in a computer lab. Improved student success and retention in courses that make regular use of a dedicated computer lab.</p>	<p>Instructors will be surveyed to determine increase in computer lab usage. Success and retention of students from courses using the dedicated computer lab will be compared to those in non-computer lab courses.</p>
<p>Action 1.2.19 The Foreign Language Department will pilot a supplemental instruction plan with embedded foreign language tutors in at least one class in each of the five languages (Chinese, French, German, Japanese, and Spanish)</p>	<p>\$37,500 for tutoring costs</p>	<p>Foreign Language Coordinator One faculty member from each language (Chinese, French, German, Japanese, and Spanish)</p>	<p>Fall 2015: Planning Spring 2016-Spring 2017: Implementation</p>	<p>Increase student retention and success.</p>	<p>Comparison of retention and success between sections with embedded tutors vs. those without.</p>
<p>Action 1.2.20 The Foreign Language Department will develop a departmental task force to investigate and collaborate on the upgrading of technology in foreign language classrooms</p>	<p>\$49,000 for computer hardware</p>	<p>Foreign Language Coordinator Foreign Language faculty</p>	<p>Spring 2017</p>	<p>Increase student retention and success, teaching effectiveness, and classroom access to leading technologies in Foreign Language instruction.</p>	<p>Assuming funding is provided for the upgrades, retention and success of students in affected classrooms will be compared.</p>
<p>Action 1.2.21 The Foreign Language Department will request a full-time Japanese instructor</p>	<p>\$63,000 for one full-time faculty position</p>	<p>Department Coordinator, Foreign Language Tenured Faculty, Foreign Language Dean, Humanities Division</p>	<p>Fall 2016</p>	<p>Improve ratio of foreign language courses taught by full-time faculty. Increase student retention and success.</p>	<p>Overall retention and success rates within the Japanese program will be compared before and after hiring an additional full-time faculty member.</p>

				Increase number of new foreign language majors.	
Action 1.2.22 The Foreign Language Department will request a full-time Spanish instructor	\$63,000 for one full-time faculty position.	Department Coordinator, Foreign Language Tenured Faculty, Foreign Language Dean, Humanities Division.	Fall 2015	Improve ratio of foreign language courses taught by full-time faculty. Increase student retention and success. Increase number of new foreign language majors.	Overall retention and success rates within the Spanish program will be compared before and after hiring an additional full-time faculty member.
Action 1.2.23 The Foreign Language Department will develop an online task force to investigate and collaborate on the expansion of online instruction to Japanese courses, and expand Spanish online offerings to SPAN 101 and/or SPAN 102	\$2,000 for conference/workshop attendance	Department Coordinator, Foreign Language Faculty, Japanese and Spanish	Spring 2017	Increase student retention and success, teaching effectiveness, classroom access to leading technologies in Foreign Language instruction, and provide students alternative access to courses normally offered on campus only.	Creation of task force. Creation of guidelines for teaching of new online courses. Success rates of online courses is similar to face to face.
Action 1.2.24 The Reading Department will request a full-time Reading instructor	\$63,000 for one full-time faculty position	Reading Department Coordinator and Dean, Humanities Division.	To be completed in Fall 2015	Increase success and retention rates.	Retention and success rates for students will increase in comparison to current Reading Department benchmarks.
Action 1.2.25 The Reading Department will increase participation in special program offerings such as TAP, ESP, Graduate Internship, SI, SDSI, and INCITE	Costs covered by special program budgets	Reading Department Coordinator	By Spring 2017	Increase in student success and retention. Increase in accessibility. A decrease in the achievement gap.	Number of courses in reading that are identified as part of a special program will be compared. Current achievement gap benchmarks will decrease 2%.

Action 1.2.26 The Speech Department would like to expand the Forensics program by hiring a full-time faculty member and by seeking participation by the adjunct faculty.	\$63,000 for new full-time faculty member	Speech Department Coordinator and the Director of Forensics	By Spring 2017	Expanded level of participation by students in forensics competition.	Enrollment in forensics courses will be monitored and compared.
Action 1.2.27 The Speech Department would like to improve the department's adjunct faculty mentoring program and encourage staff development in-service training	\$4,500 for stipends, conference attendance, and hospitality	Coordinator, Speech Department	By Spring 2017	Formalize the adjunct faculty mentor program and encourage staff development for the adjunct faculty through seminars and workshops provided by the tenured faculty.	Agendas for each mentoring session provided. Surveys of adjunct faculty members who participate in the sessions. Increase in faculty attending success-related conferences.
MATHEMATICS AND COMPUTER SCIENCE					
Action 1.2.28 Increase Math Lab faculty hours by 25 additional hours per week	\$45/hour x 25 hours x 37 weeks (16 Fall, 16 Spring, 5 Summer) = \$41,625/year Equity funds have been requested.	Math Lab Coordinator) Dean, Mathematics/Computer Science	By Spring 2017	Increased retention and success rates in math courses for students that attend math lab. Increased retention and success rates for Hispanic and African-American students in math courses for students that attend math lab.	We will monitor course retention and success rates for students that attend math lab.
Action 1.2.29 Reduce class size in Math 150A and 150B to the Mathematical Association of America's guideline/recommended	None requested	Math Faculty	Fall 2016	Increased retention and success in Math 150A/B compared to the previous year. Increased involvement of Math 150A, Math 150H, Math 150B students in the	We will monitor course retention and success rates for students in Math 150A/B compared to prior year data. Additionally, enrichment activity participation will

class size of fewer than 30 students				math program's enrichment activities due to the increased ability of instructors to interact with students.	be tracked to evaluate increased faculty-student interaction.
Natural Sciences					
Action 1.2.30 The Natural Sciences Division will develop a STEM resource center	\$30K to support materials and resources required for the center	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 1.2.31 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.
Action 1.2.32 The Natural Sciences Division will host STEM Boot Camps	\$30K to continue to host these highly effective programs	STEM Coordinator	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in student success and retention rates.
Physical Education					
Action 1.2.33 The Physical Education Division will explore the feasibility of implementing supplemental instruction for lecture courses where student retention and success are low.	None requested	Dean of Physical Education, Physical Education Faculty	2015-17	Increased retention and success with Supplemental Instruction modules.	Student SI participation and retention and success rates will be evaluated.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Social Sciences Division					
Action 1.2.34 Examine student success and retention data to identify trends in student success and retention in courses in social science departments based on status of the course as a program-required course, transferability to CSU and UC, and by modality of delivery(traditional or distance education)	None requested	Dean, Social Sciences Department Coordinators, Social Science	Fall 2015	Establish facts and patterns of student success and retention in the social sciences classes that are program required, transferable to CSU and UC, and that are offered online in comparison to traditionally taught classes.	Clear trends that can be used to identify additional success and retention strategies in the future.
Action 1.2.35 Increase the number of students using Supplemental Instruction	Funding for SI program	Dean, Social Sciences Department Coordinators, Social Science	2015-2017	Higher success and retention among students receiving SI	Students that participate in SI will have higher course retention and course success when compared to similar students that did not participate.
Action 1.2.36 Social Sciences Departments will analyze SLOA data for trends impacting student	None requested	Dean, Social Sciences Department Coordinators, Social Science	2015-2017	Identifying pattern in SLO assessment data. Determine areas of program, course, or instructional improvements.	Improved student performance on SLO assessment.

Goal 1: Fullerton College will increase student success.

Objective 3: Increase the number of degrees and certificates awarded.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Admissions & Records					
<p>Action 1.3.1 The Admissions and Records Department will Implement OnBase, a robust scanning and indexing software.</p>	<p>Admissions and Records Department funds</p>	<p>Dean of A&R Registrar</p>	<p>Begin Fall 2015 and continue indefinitely</p>	<p>This software will allow staff to have immediate access to other college transcripts to evaluate graduation requirements that have been fulfilled at other colleges. Having easy access to other college transcripts will assist in the development of comprehensive student educational plans, resulting in an increase in the amount of degrees and certificates awarded.</p>	<p>Evaluation of this action and a comparison of the number of degrees and certificates awarded will be completed by Admissions and Records at the end of each term to verify an increase.</p>
Business and CIS					
<p>Action 1.3.2 The Business/CIS Division will identify and develop certificates in Business Management and Marketing Management that reflect emerging technologies, and work to develop transfer degrees as Transfer Model</p>	<p>Business and CIS Division Faculty</p>	<p>Business and CIS Division faculty, with guidance and support from the dean.</p>	<p>2016: Implement and begin scheduling new courses and certificates.</p>	<p>New certificates approved through local and regional curriculum process and entered into the state inventory.</p>	<p>Faculty members have been very engaged in the creation and revision of courses and the creation and revision of certificates and degrees. The AS-T in Business Management is State approved and has been awarded to 83 students.</p>

Curriculum (TMC) Templates are approved					The division will continue to monitor the state C-ID website for new TMC models that fit division goals and align curriculum as required.
Counseling-Cadena/Transfer Center					
Action 1.3.3 The Transfer Center will identify students who indicated an intent to complete an ADT on their CSU admissions application and provide information and/or counseling to ensure that they are aware of the graduation process, requirements and application deadline	Classified staff time will be needed to contact students, field questions over the phone and in person, and conduct workshops. Counseling appointments will also be made available to students to review graduation requirements. Admissions and Records staff time.	CTC Director	Twice per year (during fall and spring admissions cycles)	Students will become informed of the ADT application and verification process and will be more likely to meet graduation requirements and submit the application on time.	Track number of qualified graduation applications and number of applications submitted on time.
Disability Support Services (DSS)					
Action 1.3.4 DSS will continue to collaborate with campus resources to increase awareness of academic options and resources for students.	None requested	All DSS faculty and staff. Director	Ongoing	Increase in specified majors on students' SECs/SEPs	Pre/post comparison of students' SECs/SEPs declared majors.
Action 1.3.5 DSS will continue to develop SEPP plans that are individually tailored to the DSS student.	Current DSS Counselors Additional DSS counseling hours to complete/revise SEPPs per SB 1456.	DSS Faculty	Fall 2015 and ongoing	Increased student success and completion rates	Success and completion rates of DSS students will be compared to past benchmarks to measure effectiveness

Action 1.3.6 VRC will collaborate with the CLP and outside agencies in developing student-veteran specific seminars to assist students in selecting educational and career goals.	On campus and outside agencies with interests in assisting student veterans in developing educational goals and careers.	All VRC staff	Ongoing	Increase in the number of degrees and certificates awarded student veterans	Degree and certificate completion rates will be compared to previous benchmarks to measure effectiveness
EOPS/CARE/CalWORKs (Counseling Division)					
Action 1.3.7 The EOPS Outreach team will have discussion sessions before implementing an Outreach Plan that will increase the number of students served by EOPS/CARE	None requested	The EOPS Outreach staff	2015-2017	As a result, of EOPS success rates statewide, increasing the number of students served by EOPS at FC will increase the number of degrees and certificates awarded.	Comparison of students served and degree and certificates awarded with the EOPS program and also in comparison to the general campus population
Fine Arts Department					
Action 1.3.8 Develop and Publish Courses of Study Plans for all Music degrees and certificates	None required	Coordinator , Music Department Coordinator, Vocal Studies Coordinator, Piano Studies Berklee College Transfer Advisor Dean, Fine Arts	Fall 2015: Plans ready for distribution to faculty and students Fall 2015: Faculty Training Workshops	The publishing and dissemination of Education Plans for all Music degrees and certificates will result in improved faculty and counselor advisement for music majors, increased student awareness, improved student persistence and completion rates.	Increased degree completion rates Increased certificate completion rates Increase in art majors transfer rates

<p>Action 1.3.9 The Art Department will finalize and publish Art and Digital Arts Courses of Study Plans</p>	<p>None required</p>	<p>Coordinator , Art Department Faculty, Art Department Dean, Fine Arts</p>	<p>Fall 2015: Plans ready for distribution to faculty and students Fall 2015: Faculty Training Workshops</p>	<p>The publishing and dissemination of Education Plans for all Music degrees and certificates will result in improved faculty and counselor advisement for music majors, increased student awareness, and improved student persistence and completion rates.</p>	<p>Increased degree completion rates Increased certificate completion rates Increase in art majors transfer rates</p>
<p>Action 1.3.10 The Theatre Department will develop and disseminate Course of Study Plans for all Theatre degrees and certificates.</p>	<p>None required</p>	<p>Coordinator, Theatre Department Faculty, Theatre Department</p>	<p>Fall 2015: Plans ready for distribution to faculty and students Fall 2015: Faculty Training Workshops</p>	<p>The publishing and dissemination of Education Plans for all Music degrees and certificates will result in improved faculty and counselor advisement for music majors, increased student awareness, and improved student persistence and completion rates.</p>	<p>Increased degree completion rates Increased certificate completion rates Increase in art majors transfer rates</p>
<p>Action 1.3.11 The Theatre Arts Department will expand CTE program growth in Technical Theatre, Costuming, and Musical Theatre.</p>	<p>None required</p>	<p>Coordinator, Theatre Department Faculty, Theatre Department</p>	<p>Fall 2015 – Spring 2016</p>	<p>Increased employment of Theatre 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 Musical Theatre Touring Performance group(s).</p>	<p>State approval for Theme Park Technician Certificate, number of high schools visited by touring group documented and surveys of high school participants, and continuing enrollment totals with Disneyland, documentable by the creation of each new</p>

					Disney cohort each year will be tracked for evaluation.
Humanities Division					
Action 1.3.12 The English Department will increase the number of students receiving either an AA or AA-T in English and increase the number of students enrolled in literature courses, and improve efficiency.	None requested	English Department Coordinator.	Fall 2015-Spring 2017.	The number of students receiving an AA or AA-T in English will continue to increase. The number of students enrolled in literature courses will increase.	Compare the number of AA or AA-T degrees awarded with prior years. Compare enrollment in Literature classes with prior years.
Action 1.3.13 The Foreign Language Department will develop Korean language courses leading to the AA in Foreign Language degree.	\$1,000 for professional expert.	Foreign Language Department Coordinator. Foreign Language faculty and a professional language expert.	Fall 2015-Spring 2016.	Increase the number of language courses offered at Fullerton College; increase the number of AA degrees in Foreign Language; strengthen partnerships with local High Schools and universities.	A course will be pre-launched in Curricunet by Spring 2016.
International Student Center (ISC)					
Action 1.3.14 The ISC will increase the number of fulltime F-1 visa students to 500 through targeted recruitment and partnerships/MOUs with educational institutions.	None requested	Manager, ISC	Fall 2015 – Spring 2020	Data provided will show that F-1 visa students earn Associate Degrees at a higher rate than non-F-1 visa students.	ARGOS reports and SEVIS data will show 500 active F-1 visa students. A&R and CCCCO data will show higher graduation rates for F-1 visa students.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
MATHEMATICS AND COMPUTER SCIENCE					
Action 1.3.15 We will continue to promote the MATH 043 F class as an alternative for non-STEM majors to meet both AA/AS Gen Ed, and meet the prerequisite for certain transfer-level math courses	None requested	Faculty, Mathematics and Computer Science Division Faculty, Counseling	Ongoing	Increased numbers of students completing the AA/AS degrees using the non-STEM math course for Gen Ed	Student course and degree data will be matched to evaluate if students are completing AA/AS degrees with MATH 043 F in greater volume.
Natural Sciences					
Action 1.3.16 The Natural Sciences Division will increase participation in the Science Literacy Initiative	\$30,000 to support faculty travel and training and time for material preparation.	Dean, Natural Sciences	Fall 2015 –Spring 2017	2% increase in success and retention rates.	Evaluate trends in success and retention rates for students in courses taught by faculty that participated in the Science Literacy Initiative.
Action 1.3.17 The Natural Sciences Division will implement curriculum revision to streamline pathways to degrees and AST	Faculty 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.

Action 1.3.18 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 1.3.19 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 student success and retention rates.
Action 1.3.20 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 for students that participate in boot campus.
Action 1.3.21 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 for students that participate in the orientation sessions.
Physical Education					
Action 1.3.22 The Physical Education Division will develop promotional and informational materials in print and on the web to increase enrollments in Physical Education degree and certificate programs.	Physical Education Division budget	Physical Education Dean, Department Coordinators	Fall 2015 – Spring 2017	Increase the number of degrees and certificates awarded.	Trends in degree and certificates awarded will be evaluated.

<p>Action 1.3.23 The Physical Education Division will focus on revising PE CTE certificates that meet student needs and industry standards.</p>	None requested	CTE faculty Department Coordinators	Fall 2015- Spring2017	Increase the number of certificates awarded.	Trends in CTE certificates awarded will be evaluated.
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Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Social Sciences Division					
Action 1.3.24 Develop more degrees, certificates, transfer degrees, and new courses based on current knowledge in the social sciences, approvals of transfer degree templates, and student interests in emerging fields	None requested	Dean, Social Sciences Department Coordinators, Social Sciences Faculty, Social Sciences	Fall 2015 – Spring 2017	Current and relevant offerings of degrees, programs, certificates, and courses	Survey of student satisfaction regarding the currency and relevance of degree offerings in the social sciences division being 75% or higher
Action 1.3.25 Work with counselors to gain insight as the common hurdles in students' paths towards degree attainment in the social sciences area	None requested	Dean, Social Sciences Department Coordinators, Social Sciences Faculty, Social Sciences	Fall 2015 – Spring 2017	Data based shared understanding as to the strategic actions needed in collaboration between counselors and social sciences faculty to improve degree attainment	A documented analysis of the current hurdles in the path of degree attainment and identification of valid, data based three specific strategic actions to address them
STUDENT AFFAIRS					
Action 1.3.26 Student Affairs will proactively inform students of the benefits of graduating from FC, inform/remind them of the dates to apply for graduation, and encourage them to participate in the Commencement Ceremony.	None requested	Director, Student Activities/ Commencement Coordinator	Fall 2015 – Spring 2016	Increase in the number of graduation applications and students participating in Commencement by 5% as compared with the previous year.	The final number of graduation applications received at Admissions and Records and the number of participating Graduates during Commencement will demonstrate the increase in all Student Affairs and campus-wide efforts.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Technology & Engineering					
Action 1.3.27 The Technology & Engineering Division will increase the number of degrees and certificates issued by 2% over the prior year's values.	None requested	Dean, Technology & Engineering Faculty, Technology & Engineering	Fall 2015 – Spring 2016	An increase each year of 2% in the sum value of degrees and certificates awarded.	The Dean will evaluate performance objective using baseline information established at the end of each Spring semester.

Goal 1: Fullerton College will increase student success.

Objective 4. Increase the number of transfers.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Business and CIS					
<p>Action 1.4.1 The Business/CIS division will market its new AA-T degree in Business Administration and pursue the development of additional T degrees as they are approved at the State level.</p>	<p>Business and CIS Division faculty</p>	<p>Business/CIS division faculty with support from the dean.</p>	<p>Spring 2016: Number of awards granted will be evaluated. Fall 2016: Based on results of evaluation new strategies will be incorporated as needed.</p>	<p>Growth in transfer degrees awarded during the two year period, with at least one other transfer degree under development.</p>	<p>The Business/CIS division has awarded 83 AS-T degrees by 2013. Marketing efforts will continue to increase the number of students focusing on transfer. The division will continue to monitor the number of awards and adjust strategies to accommodate healthy growth.</p>
Counseling-Cadena/Transfer Center					
<p>Action 1.4.2 The Transfer Center will increase access to transfer information by creating an online Transfer Orientation using Comevo software.</p>	<p>Staff time to update online content</p>	<p>Transfer Center Director</p>	<p>The online Transfer Orientation will be piloted during fall 2015.</p>	<p>It is expected that students will experience an increase in knowledge about transfer requirements and processes after completing the transfer orientation.</p>	<p>Will review data and feedback from the pilot program; revise content as warranted and continue use during 2015-16. Upon completing the online transfer orientation students will answer a survey to measure their knowledge of transfer requirements and processes.</p>

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

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
MATHEMATICS AND COMPUTER SCIENCE					
Action 1.4.9 We will offer a series of redesigned transfer-level courses that more closely align with curriculum at transfer institutions.	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.
Natural Sciences					
Action 1.4.10 The Natural Sciences Division will implement curriculum revision to streamline pathways to degrees and AST	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.
Physical Education					
Action 1.4.11 The Physical Education Division will increase the number of KIN ADT transfers.	None requested	Physical Education division faculty with support from Physical Education Dean.	Fall 2015 –Spring 2017	Increase the number of students completing the KIN ADT and transferring to a CSU during the two year period by 5%.	Volume of degrees and transfers to CSU will be tracked to evaluate this action.
Action 1.4.12 The Physical Education Division will develop educational plans to help direct students and improve completion and transfer rates.	None requested	Physical Education Division Faculty, Department Coordinators, and support from the Physical Education Dean.	Fall 2015 –Spring 2017	Improved student transfer rates.	Volume and rates of students will be tracked to evaluate this action.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Social Sciences Division					
Action 1.4.13 Work with counselors and the Research Office to gain insight as the common hurdles in students' paths towards transfer in the social sciences area	None requested	Social Sciences Division faculty, coordinator and dean.	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	Data based shared understanding as to the strategic actions needed in collaboration between counselors and social sciences faculty to improve student transfer	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

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 and CIS					
<p>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.</p>	<p>Business/CIS Division faculty.</p>	<p>Business/CIS Division faculty with support from the dean.</p>	<p>Fall 2015: Rack cards will be in use. Spring 2016: New website will be launched.</p>	<p>Completed recommended course-taking sequence, in alignment with scheduling patterns, for all programs.</p>	<p>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.</p>
Disability Support Services (DSS)					
<p>Action 1.5.2 DSS will augment assistance to DSS students in STEM subjects.</p>	<p>Materials and staff to present math workshops and assist in STEM courses.</p>	<p>DSS Instructor and ACL Staff</p>	<p>Ongoing</p>	<p>Increased success of DSS students in STEM courses</p>	<p>DSS student completion of STEM courses will be compared to previous benchmarks to measure effectiveness</p>
<p>Action 1.5.3 VRC will offer STEM workshops for student veterans</p>	<p>STEM instructors and outside specialists will prepare and present STEM workshops to student veterans</p>	<p>ALL DSS staff</p>	<p>Ongoing</p>	<p>Increased participation and success in STEM courses and activities</p>	<p>Student veteran participation and completion rates in STEM courses will be compared to previous benchmarks to measure effectiveness</p>

MATHEMATICS AND COMPUTER SCIENCE					
Action 1.5.4 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 1.5.5 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. 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	Evaluate trends in student success and retention rates as well as enrollment in STEM majors.
Action 1.5.6 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 student success and retention rates.

<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>
<p>Technology & Engineering</p>					
<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>

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.
MATHEMATICS AND COMPUTER SCIENCE DIVISION					
Action 1.6.3 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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Natural Sciences					
Action 1.6.4 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 1.6.5 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 1.6.6 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 1.6.7 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 1.6.8 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 1.6.9 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 1.6.10 The Physical Education Division will research and develop strategies to increase student persistence rates.	Faculty stipends and/or reassigned time. Professional Development funds for training.	Physical Education Faculty with support from the Division Dean	Fall 2015 –Spring 2017	Increased persistence rates for students.	Student term to term and annual persistence rates will be tracked.
STUDENT AFFAIRS					
Action 1.6.11 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	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	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.

presentations during meetings, and to support study sessions on campus.				persistence rate of students.	
<p>Action 1.6.12 Student Affairs, Inter-Club Council and the Club Collaborative will work together to support the FC Food Bank.</p>	Time from Students, Staff and Faculty	Inter-Club Council Board Faculty Advisor, AS/ICC Staff, Student Affairs	Fall 2015 – Spring 2016	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.	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.

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 and CIS					
<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>

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
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.

<p>Action 2.1.6 The ESL Department will hire a full-time faculty member in order to maintain and continuously innovate our program.</p>	<p>\$63,000 for one full-time faculty position.</p>	<p>ESL Department Coordinator and ESL full-time faculty.</p>	<p>By Spring 2017</p>	<p>Increased retention and success of ESL students.</p>	<p>Overall retention and success rates within the ESL Department will be compared before and after hiring an additional full-time faculty member.</p>
<p>Social Sciences Division</p>					
<p>Action 2.1.7 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>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.</p>	<p>Improved success rates of English language learners participating in instructional support services.</p>	<p>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.</p>

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 and CIS					
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.

<p>Action 2.2.3 The Business/CIS Division will work in partnership with STEM personnel to strengthen technical programs on campus and increase support within these disciplines for Hispanic and African-American students.</p>	<p>Business/CIS Division faculty and CTE Transitions grant</p>	<p>Faculty, Business & CIS Dean, Business & CIS</p>	<p>Fall 2015: A new STEM student cohort has been identified and will begin program.</p>	<p>Continuing partnership with STEM personnel on activities and resource support.</p>	<p>The CTE Transitions activities for 2013-14 document interaction with STEM students and counselors on high school campuses. Student success rates 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.</p>
<p>Counseling-Cadena/Transfer Center</p>					
<p>Action 2.2.4 The Cadena Cultural Center will hold an annual Latino Student Forum and an African American general Forum.</p>	<p>Cadena Center Staff</p>	<p>CTC Director and Coordinator</p>	<p>Fall 2015 and Spring 2016</p>	<p>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.</p>	<p>Student surveys will be collected to measure the extent to which the events contribute to their sense of belonging on campus.</p>
<p>EOPS/CARE/CalWORKs (Counseling Division)</p>					
<p>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</p>	<p>None requested</p>	<p>EOPS Director</p>	<p>2015-2017</p>	<p>There will be an increase of male Hispanic, and African American students being served by the EOPS Program, which will result in higher</p>	<p>Data will be collected on the number of students accepted into EOPS by only using one educational qualifier of 6.5.2. and then</p>

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)				retention rates for these students.	<u>retention</u> rates of these students will be examined and compared.
Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
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.

MATHEMATICS AND COMPUTER SCIENCE

<p>Action 2.2.8 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>
Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness

Natural Sciences

<p>Action 2.2.9 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>Faculty, Natural Sciences Division</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</p>	<p>Evaluate trends in student success and retention rates.</p>
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				improve learning and success.	
Action 2.2.10 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
Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Physical Education					
Action 2.2.11 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	Fall 2015- Spring 2017	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 2.2.12 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	Fall 2015- Spring 2017	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 2.2.13 The Physical Education Division will research and develop strategies to increase student retention 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	Fall 2015- Spring 2017	Increased retention rates for Hispanic and African-American students.	Course retention rates of students from underrepresented groups will be tracked for evaluation.

<p>Action 2.2.14 The Physical Education Division will revise the student-athlete orientation program with strategies to increase student-athlete retention rates.</p>	<p>None requested</p>	<p>Athletic Director and Athletic Coaches</p>	<p>Fall 2015- Spring 2017</p>	<p>Increased retention rates for student-athletes.</p>	<p>Course retention rates of student athletes will be tracked for evaluation.</p>
<p>Social Sciences Division</p>					
<p>Action 2.2.15 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)					
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)	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					
Action 2.3.2 The Reading Department will continue adjunct and full-time training to address achievement gap.	\$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%.
Action 2.3.3 The Humanities Division will increase its participation in special programs designed to reduce the achievement gap.	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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
MATHEMATICS AND COMPUTER SCIENCE					
<p>Action 2.3.4 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>

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Natural Sciences					
Action 2.3.5 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.	Natural Sciences Division Faculty	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 2.3.6 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 2.3.7 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	Fall 2015- Spring 2017	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 2.3.8 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	Fall 2015- Spring 2017	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.

<p>Action 2.3.9 The Physical Education Division will research and develop strategies to increase student success rates for Hispanic and African-American students</p>	<p>Faculty stipends and/or reassigned time. Professional Development funds for training.</p>	<p>Physical Education Faculty with support from the Division Dean</p>	<p>Fall 2015- Spring 2017</p>	<p>Increased success rates for Hispanic and African-American students.</p>	<p>Course success rates of students from underrepresented groups will be tracked for evaluation.</p>
<p>Action 2.3.10 The Physical Education Division will revise the student-athlete orientation program with strategies to increase student-athlete success rates.</p>	<p>None requested</p>	<p>Athletic Director and Athletic Coaches</p>	<p>Fall 2015- Spring 2017</p>	<p>Increased success rates for student-athletes.</p>	<p>Course success rates of student athletes will be tracked for evaluation.</p>
<p>Social Sciences Division</p>					
<p>Action 2.3.11 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 success 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 success rates when compared to similar students that did not participate.</p>

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
EOPS/CARE/CalWORKs (Counseling Division)					
Action 2.4.1 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)	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</u> rates of these students will be examined and compared.
Humanities Division					
Action 2.4.2 The Humanities Division will participate in an additional cohort in the Puente Program.	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.
MATHEMATICS AND COMPUTER SCIENCE					
Action 2.4.3 The Division has an overarching plan to address retention, success, and persistence of all students with a focus on underrepresented groups	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

<p>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>					
Natural Sciences					
<p>Action 2.4.4 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>
<p>Action 2.4.5 The Natural Sciences division will implement boot camps and PUMP program to improve performance in chemistry</p>	<p>\$20K from student equity funds.</p>	<p>Natural Sciences Division Faculty</p>	<p>2015-2016 Academic Year</p>	<p>Increased rates of retention, sequence completion, transfer, and degree awarded</p>	<p>Evaluate trends in retention, sequence completion, transfer, and degree awarded</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 and CIS					
<p>Action 3.1.1 The Business/CIS Division will publicize and distribute materials on the FC Alumni Association to graduating students.</p>	<p>Business/CIS Division office staff with support from the dean.</p>	<p>Business/CIS Division office staff with support from the dean.</p>	<p>Fall 2015: Additional mailers to be sent out. Spring 2016: The updated website will be launched.</p>	<p>Mailings sent to degree and certificate completers.</p>	<p>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.</p>
Disability Support Services (DSS)					
<p>Action 3.1.2 VRC will develop an alumni list and conduct activities to increase camaraderie and mentorships.</p>	<p>None requested</p>	<p>All VRC staff</p>	<p>Ongoing</p>	<p>Developing relationships with veteran alum will assist current veterans with transitioning to educational and civilian life.</p>	<p>The volume of alumni student veteran contacts and participation.</p>

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
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.	None requested	Athletic Director, Athletic Coaches, and Sports Information Director	Fall 2015 - Spring2017	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.	Fall 2015 - Spring2017	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 and CIS					
<p>Action 3.2.1 The Business/CIS Division will continue to facilitate articulation meetings between CTE program faculty and area high school technical programs.</p>	<p>CTE Articulation Coordinator, VTEA grant funds, and support from the division dean.</p>	<p>CTE Articulation Coordinator and division dean.</p>	<p>Fall 2015: New and renewed articulation agreements will be put in place. Spring 2016: The division will continue to develop and implement new articulation agreements.</p>	<p>Existing articulation agreements renewed annually with expansion in number of courses with negotiated agreements.</p>	<p>With the assistance of the Articulation Coordinator the Division renewed all existing articulation agreements that required recertification. The division will continue to work on maintaining current and developing new articulation agreements. Ongoing.</p>
<p>Action 3.2.2 The Business/CIS Division will explore the feasibility of offering classes at Valencia High School, in response to their inquiries.</p>	<p>Business/CIS dean, department chair, and faculty.</p>	<p>Business/CIS dean, department chair, and faculty.</p>	<p>Fall 2016: The division will reevaluate the feasibility of offering off-site classes.</p>	<p>Feasibility determined and plans developed or abandoned.</p>	<p>The Division concluded it was not feasible to conduct these offsite classes at this time. The division will continue to explore the possibility of offering courses at high schools within our service area. The division will explore the practicality of offering classes at other high schools.</p>

Counseling (HSO)					
Action 3.2.3 The Counseling Division's High School Outreach program will assist in the coordination of the Early Commitment program.	SSSP funds, counseling division general funds	Coordinator, High School Outreach Staff, High School Outreach	Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017	Increase the SSSP; Application, Orientation, Assessment, Student Educational Plan requirements of incoming high school students from 10-12 local feeder high schools.	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.
Action 3.2.4 The Counseling Division's High School Outreach program will assist in the coordination of COUN 50 classes offered to Anaheim Unified HS District students.	Anaheim Unified HS District funding for all related instructional costs. SSSP funds, counseling division general funds for additional coordination and administrative costs.	Coordinator, High School Outreach Staff, High School Outreach	Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017	Prepare incoming high school students for college and meet SSSP requirements for priority registration.	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.
Action 3.2.5 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.	Fullerton Joint Union HS District funding for all related instructional costs. SSSP funds, counseling division general funds for additional coordination and administrative costs.	Coordinator, High School Outreach Staff, High School Outreach	Program coordination fall semesters 2015 and 2016. Program offered spring semesters, 2016 and 2017	Prepare incoming high school students for college and meet SSSP requirements for priority registration.	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.
Action 3.2.6 The Counseling Division's High School Outreach program will assist in the coordination of specially admitted students to COUN 50	Campus extended day budget. Counseling division general funds.	Coordinator, High School Outreach Staff, High School Outreach	Spring semesters 2016 and 2017	Prepare students for college and meet SSSP requirements for priority registration.	SSSP requirements met for a minimum of 120 students. Priority registration coded for all completers of program. 100% of all program completers accounted

classes offered at Fullerton College.					for in MIS submission to state for SSSP funding.
Action 3.2.7 The Counseling Division's High School Outreach program will coordinate the High School Counselors' Breakfast.	Campus outreach budget, counseling general fund budget.	Coordinator, High School Outreach Staff, High School Outreach	Fall semesters 2015 and 2016	Inform counselors of events and programs for high school students, and provide opportunities to collaborate.	Minimum attendance of 65 HS counselors representing all top feeder high schools. New programs/opportunities explored for following year. Review feedback received from attendees.
Action 3.2.8 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 3.2.9 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 3.2.10 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 3.2.11 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 3.2.12 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 3.2.13 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 3.2.14 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 3.2.15 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 3.2.16 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 3.2.17 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.
Action 3.2.18 The VRC will establish relationships with at least 50% of Region 8 post-secondary VRCs.	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

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
EOPS/CARE/CalWORKs (Counseling Division)					
<p>Action 3.2.19 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 3.2.20 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>

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Fine Arts Department					
Action 3.2.21 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.	\$8,500	Faculty, Digital Arts	Fall 2015, Spring 2016 and continuing	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.	Administration of surveys of participating high school teachers and students and surveys of participating college student artists
Action 3.2.22 The Art Department will Improve Student Recruitment and Music Department Promotional Activities	\$ 7,000	Marketing Representative, Fine Arts Director, Art Gallery Department Coordinator, Art Department Faculty, Illustration Coordinator, Digital Arts Faculty, Fine Arts Box Office Manager	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
Action 3.2.23 The Music Department will Improve Student Recruitment and Music Department Promotional Activities	\$ 7,000	Coordinator, Music Department Coordinator 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	Evaluation will include collection and analysis of Box Office records, festival attendance records, and Google

		Coordinator of Choral Studies Coordinator of Piano Studies Coordinator of Voice Studies Coordinator of Vocal Jazz Studies Coordinator of Jazz Studies Coordinator of Guitar Studies		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	analytics on web traffic, YouTube traffic, and Facebook likes
Action 3.2.24 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
MATHEMATICS AND COMPUTER SCIENCE					
Action 3.2.25 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

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Natural Sciences					
Action 3.2.26 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 3.2.27 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 3.2.28 The Physical Education Division will work with the college articulation officer to improve articulation with transfer universities.	None requested	Division Dean, Department Coordinators, Division Faculty	Fall 2015- Spring 2017	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.
Social Sciences Division					
Action 3.2.29 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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Technology & Engineering					
<p>Action 3.2.30 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.</p>	<p>Some support is needed and is funded via ongoing Perkins allocations.</p>	<p>Dean, faculty, and CTE articulation coordinator.</p>	<p>Review existing and consider new agreements on at least a semiannual basis.</p>	<p>The Division will maintain existing agreements with NOCROP and CCROP. During semiannual reviews new additions will be considered.</p>	<p>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.</p>

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 and CIS					
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.	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.
Disability Support Services (DSS)					
Action 3.3.2 The VRC will expand outreach to local VFWs, American Legions and other community veterans.	None requested	All VRC staff	Ongoing	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.	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)

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
EOPS/CARE/CalWORKs (Counseling Division)					
Action 3.3.3 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	None Requested	EOPS/CARE faculty and staff	2015-2017	By inviting new local business and community members to serve on the EOPS and CARE advisory committees, it will strengthen these partnerships.	Number of new members from the local community
Fine Arts Department					
Action 3.3.4 The Fine Arts Division will continue to expand membership in CTE advisory committees.	Hospitality Funds: \$2,500 per year	Dean, Fine Arts Fine Arts CTE Program Leaders	Fall 2015 Spring 2016	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 Musical Theatre Touring Performance group(s).	Data on technical theatre classes, digital arts class, commercial music class offerings, majors, and certificate completion. Employment placement tracking will be explored.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Natural Sciences					
Action 3.3.5 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 3.3.6 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 3.3.7 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	Fall 2015 – Spring 2017	Increase monetary support for extra-curricular programs within the Physical Education Division.	Evaluation will examine incoming resources for curricular programs.
Action 3.3.8 The Physical Education Division will increase the number of Business and Industry Advisory Committee meetings to a	Division budget and/or hospitality funds	Division Faculty	Fall 2015 – Spring 2017	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.					
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Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
STUDENT AFFAIRS					
Action 3.3.10 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.
Social Sciences Division					
Action 3.3.9 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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Technology & Engineering					
<p>Action 3.3.11 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 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 3.3.12 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 and CIS					
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

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
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 3.4.4 The Physical Education Division will develop an athletic marketing and fundraising plan.	Division budget, Hospitality Funds	Athletic Director and Sports Information Director	Fall 2015 – Spring 2017	Cultivation and expansion of donor base for fundraising for intercollegiate athletic programs.	Volume of donors and amount of donations.
Social Sciences Division					
Action 3.4.5 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 and CIS					
Action 3.5.1 The Business/CIS Division will increase its contacts with business and industry and representation on program advisory committees.	Business/CIS faculty and dean	Business/CIS faculty and dean.	Fall 2015: The division will evaluate all advisory committees. Spring 2016: Newly designed advisory committees will meet.	Increased diversity and size of program advisory committees.	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. The dean will support faculty member efforts in this area.
Counseling-Cadena/Transfer Center					
Action 3.5.2 The Cadena Cultural Center will coordinate the annual Worldfest event to bring together campus and community members.	Cadena Center Staff	CTC Director and Coordinator	Spring 2016 and Spring 2017	It is expected that we increase the number of campus and community members participating in Worldfest each year.	The number of campus and community members participating will be tracked each year.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Fine Arts Department					
Action 3.5.3 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 3.5.4 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 3.5.5 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 3.5.6 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 3.5.7 The Foreign Language Department will host the annual French Film Festival on campus in	None requested	French Film Festival Committee, Foreign Language Department Coordinator, full-time and adjunct Foreign	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	Survey of attendees and comparison of tickets sold to prior year.

Spring 2016 and Spring 2017.		Language faculty, and Humanities Division Dean.		College community and community at large; strengthen partnerships with local High Schools, colleges and universities through advertising efforts.	
Natural Sciences					
Action 3.5.8 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 3.5.9 The Natural Sciences division will host open houses and regularly scheduled guest speakers	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.
Physical Education					
Action 3.5.10 The Physical Education Division will develop partnerships with local youth organizations.	Division Funds/Hospitality Funds	Dean, Physical Education Athletic Director Faculty, Physical Education Staff, Physical Education	Fall 2015 – Spring 2017	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 3.5.11 The Physical Education Division will develop and implement a Fitness/Wellness lecture series.	Division Budget, Hospitality Funds, Professional Development Funds, Honoraria for speakers	Dean, Physical Education Faculty, Physical Education	Fall 2015 – Spring 2017	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.

Action	Resources	Responsibility	Timeframe	Expected Outcomes	Evaluation of Effectiveness
Social Sciences Division					
Action 3.5.12 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