Program Name: VOICES IN ACTION
Program Contact: Tarana Chapple/Andreas Wolfe
Academic Year: 2021-2022
Status: Active
Updated on: 10/01/2021

1. Description of Program

Voices in Action (VIA) is an emerging Learning Community steered by the female head coaches in the Athletics Department and is specifically designed to enhance the educational experience of our female student athlete cohort. VIA delivers support to their cohort by hosting many meetings to encourage female empowerment in the field/court and in their academic work. Direct support is also provided by helping students develop productive academic habits connected to reading, writing and critical thinking skills.

2. Results of Previous Program Review

Voices in Action is an emerging learning community and does not have a previous Program Review action plan, identified equity gaps, curriculum, or programmatic changes.

3. Current Program Review

Below are college-wide statistics:

College Stats 2020-21	Ethnicity	First Gen	Age	Gender	Total
Headcount (unduplicated)	Latinx 32% White 26% Asian 19% Filipino 7% Multi Races 7% African American 3% Pacific Islander 2% Unknown 4% Native American 0%	48% of our students are the first in their family to go to college.	66% Under 24 yrs. 20% Ages 25-34 15% over 35 yrs.	50% Female 47% Male 2% Unknown	10,910 students
Enrollments (duplicated)	Latinx 32% White 25% Asian 19% Filipino 7% Multi Races 8% African American 3% Pacific Islander 3% Unknown 3% Native American 0%	47% of enrollments were by students who are the first in their family to go to college.	73% Under 24 yrs. 16% Ages 25-34 11% over 35 yrs.	48% Female 50% Male 2% Unknown	32,761 enrollments

Below are Athletics Division statistics:

Division: 4416 – CSM Kinesiology/Athletics/Danc
Successful Course Completion Rates: 2018-19 to 2020-21

Demographic Variable	Enrollments (Duplicate Headcount)			Pct. Enrollments (Duplicate Headcount)			Percent Success			Percent Withdraw		
	18-19	19-20	20-21	18-19	19-20	20-21	18-19	19-20	20-21	18-19	19-20	20-21
Ethnicity												
Asian-Domestic	412	374	199	10.5	10.0	7.5	89.3	87.7	91.5	7.8	7.2	1.0
Asian-Int'l	267	215	54	6.8	5.7	2.0	87.3	88.4	87.0	4.1	3.3	0.0
Black	250	252	212	6.4	6.7	8.0	88.0	92.1	81.6	5.6	4.4	0.5
Filipino	147	194	141	3.7	5.2	5.3	83.0	89.2	93.6	10.2	6.2	0.0
Hispanic	1012	1017	715	25.7	27.1	26.9	83.5	83.4	88.5	10.3	7.7	0.8
Native Am	5	2	2	0.1	0.1	0.1	100.0	100.0	100.0	0.0	0.0	0.0
Pac Islander	248	243	195	6.3	6.5	7.3	88.3	88.5	85.6	7.3	8.2	0.5
White	1169	954	708	29.7	25.5	26.6	88.7	86.5	95.2	8.1	7.5	0.8
Other	327	334	347	8.3	8.9	13.0	88.4	86.2	90.5	5.2	7.2	1.2
Unrecorded	97	163	88	2.5	4.3	3.3	90.7	87.7	93.2	5.2	4.3	0.0
Total	3934	3748	2661	100	100	100	87.1	86.6	90.4	7.9	6.9	0.8
Gender												
Female	1739	1572	1070	44.2	41.9	40.2	86.4	85.6	91.9	9.4	8.0	0.9
Male	2128	2089	1530	54.1	55.7	57.5	87.4	87.4	89.5	6.9	6.1	0.7
Unrecorded	67	87	61	1.7	2.3	2.3	95.5	82.8	86.9	3.0	5.7	0.0
Total	3934	3748	2661	100	100	100	87.1	86.6	90.4	7.9	6.9	0.8
Age												
19 or less	1366	1522	1204	34.7	40.6	45.2	87.9	88.9	89.7	7.0	6.2	1.0
20-24	1306	1190	934	33.2	31.8	35.1	86.7	87.3	90.5	7.7	6.1	0.5
25-29	298	253	165	7.6	6.8	6.2	79.9	80.2	89.7	13.4	11.1	0.0
30-34	172	138	83	4.4	3.7	3.1	86.6	74.6	88.0	8.7	5.8	0.0
35-39	102	91	49	2.6	2.4	1.8	87.3	81.3	91.8	9.8	13.2	2.0
40-49	175	134	78	4.4	3.6	2.9	87.4	79.9	93.6	8.6	10.4	1.3
50+	515	420	148	13.1	11.2	5.6	90.1	86.9	95.9	7.0	7.1	0.7
Unrecorded	0	0	0	0.0	0.0	0.0	--	--	--	--	--	--
Total	3934	3748	2661	100	100	100	87.1	86.6	90.4	7.9	6.9	0.8
Disability Status												
Has disability	697	657	321	17.7	17.5	12.1	91.7	89.8	88.8	5.0	7.0	1.2
No disability	3237	3091	2340	82.3	82.5	87.9	86.1	85.9	90.6	8.5	6.9	0.7
First Generation College												
First generation	1766	1715	1341	44.9	45.8	50.4	85.0	83.9	88.4	9.2	7.8	0.7
Not first generation	1407	1401	1069	35.8	37.4	40.2	89.6	87.9	93.5	6.8	6.9	0.8
Income Status												
Low income	1086	1020	653	27.6	27.2	24.5	85.9	89.0	87.4	8.9	6.9	0.3
Not low income	2848	2728	2008	72.4	72.8	75.5	87.5	85.6	91.4	7.5	6.9	0.9

In looking at the data from Cal Pass Plus, a website that reports on the success of student-athletes at California community colleges (https://www.calpassplus.org/Reports/Student-Athletes), the data-shows that our female student athletes exhibit a great degree of academic success. On average, our female student population performs slightly better than our football team, but lower than our baseball team.

(a) **Student population equity:** Voices in Action is an emerging learning community, please see the division's student population completion rates above and the data reports of student-athletes in California Community Colleges (https://www.calpassplus.org/Reports/Student-Athletes) from previous academic years below:

Sport	GPA	Units Att	Units Comp	Course Success
2017/18				
W. Basketball	2.56	43.5	31.86	79%
Softball	3.09	33.69	26.88	87%
Volleyball	2.58	25	18.08	73%
Baseball	2.97	32.66	27.8	89%
Football	2.68	35.26	25.29	74%
2016/17				
W. Basketball	2.56	43.5	31.86	79%
Softball	3.1	41.25	36.63	92%
Volleyball	2.62	29.54	21.69	82%
Baseball	3.16	30.78	28.46	94%
Football	2.73	36.33	28.08	82%
2015/16				
W. Basketball	2.9	35.35	27.88	80%
Softball	2.83	40.83	34.5	89%
Baseball	3.34	32.79	30.38	95%
Football	2.67	31.24	23.3	78%

- Data-shows that our female student athletes exhibit a great degree of academic success. On average, our female student population performs slightly better than our football team, but lower than our baseball team.

Below are current findings, analysis and plans specifically designed to enhance the educational experience of our female student athletes:

Findings	Analysis	Resources	Plans to Address Opportunity Gaps
1. **Equity**	Currently, there exists a successful Learning Community catered to our male football players, Writing in the End Zone (WEZ), math in the End Zone (MEZ).	https://collegeofsanmateo.edu/wez/	In the spirit of equity, it makes moral sense to establish a Learning Community designed specifically for their female counterparts.
2. **Vulnerability**	Per our female head coaches (and supported by research in this field), the female athlete often experiences a phenomenon where they show tendencies in		Create a dynamic, positive, interactive learning environment for our female student athletes.

	the classroom of taking a back seat to their male counterparts.		
3. **Socialization**	Being involved in a team of 12-15 members provides an immediate sense of community at CSM; however, being a part of a community of 3-5 different teams with about 60 female student athletes, all having similar athletic and academic experiences provides a greater level of social engagement and support.		Use socially and culturally relevant sports related material by a means in which to engage the students.
4. **Empowerment**	This Learning Community will focus on female empowerment. While female student-athletes exhibit tendencies of leadership on the courts and the fields, this characteristic often becomes lost in the classroom whereby their male counterparts will assume the leadership roles.		Foster a culture of female leadership and empowerment in the field/court and in the classroom.

(b) Modes of Delivery equity: Voices in Action is an emerging learning community and does not have a previous program review to compare any gaps in student success, persistence, satisfaction, utilization or enrollment, and student population served across different delivery modes.

(c) Discipline-level and SLO (Student Learning Outcomes) assessment/Student Services and SAO (Service Area Outcomes) assessment: Voices in Action is an emerging learning community and does not have a previous program review to include any activities undertaken to address equity or delivery mode gaps. Your summary should explain:

(d) Challenges and Opportunities: Voices in Action is an emerging learning community and does not have a previous program review to compare previous challenges and opportunities, please see section "**4. Planning**" below for current challenges and plans to address these issues.

4. Planning

a) Program goals

Goal	Actions	Measurable Outcomes	Timeline	Responsible Party	Support Needed
1. Develop a schedule to offer early cohort courses in a sequential manner over 2 years	Schedule/ cohort courses	Develop a course path/map for students	Scheduling Drafts	VIA Coordinators	Counseling, Scheduling/Curriculum Office
2. Establish a team of dedicated faculty and staff by which to foster this Learning Community	Reassigned Time for faculty and hiring staff	This provides additional support to students and coordinators		VIA Coordinators and Division Office	Various Divisions
3. Develop a budget for the Learning Community	Budget Augmentation	Additional funds to provide adequate support to students		VIA Coordinators and Division Office	Business Office

Course Structure:
- English 105/110
- Comm 110
- Biol 110
- Math 125/200
- KINE 107
- Psych 330

Early Cohort Results:

	SEMESTER	TOTAL ENROLLED	TOTAL RETAINED	*General ENGL Dept. Retention Rate*	PASSING	NOT PASSING	*General ENGL Dept. Passing Rate*	OTHER
ENGL 110	SP20	17	17 (100% retention rate)	92.3%	17 (100% pass rate)	0	74.8%	0
ENGL 105	FA20	26	26 (100% retention rate)	94.5%	22 (84.6% pass rate)	4	75.6%	0
ENGL 110	SP21	24	24 (100% retention rate)	93.9%	22 (91.6% pass rate)	2	76.5%	0

PSYCH 330	SP21	19	19 (100% retention rate)	84%	19 (100% pass rate)	0	64%	