Ohlone College
Program Review Report

• Program Description and Scope:
  1. Program Review Title: Work Experience Education
  3. Review Type: Instructional Disciplines
  4. Program/Departments: Work Experience Education (08002)
  5. Authority Code: 53-Dean, Business, Technology, and Learning Resources
  6. External Regulations: Yes X No
     Describe:
     Title 5
  7. Provide a brief narrative that describes the instructional program/discipline.

     This program provides students opportunities to learn about specific careers through on-the-job training and the ability to develop associated job skills.

  8. Describe how the program specifically serves students, faculty and staff:

     This program serves students, faculty and staff by integrating a host of resources into the curriculum. These resources include (but are not limited to) innovative curriculum, use of experts in the field as facilitators or guest speakers, annual meetings with an industry advisory council to keep current with industry trends, educating students in learning how to handle responsibilities in the workplace, how to demonstrate integrity, leadership and respect. Students have the choice of being directed in completing either General Work Experience practice or Vocational Work Experience.

  9. Describe how the program addresses current needs and applies current technologies.

Two sections below, one addresses Service needs, the second area technology.

The service needs for this program are addressed by having students and new faculty:
1) Attend an Orientation to instruct them (students/new faculty) in the logistics of the program
2) Each student compiles their own learning objectives specific to the job they choose
3) Each student compiles w/ their supervisor the appropriate steps (process) to attain their learning objective(s)
4) The employer or supervisor creates an assessment tool to measure student success in obtaining these objectives.
5) Following state compliance needs, as outlined in the Work Based Student Learning Handbook issued by the Chancellors Office.
6) Students evaluate their abilities based on their compliance with the program requirements.

**Current technologies are applied within this program by having:**

1) Information and necessary documentation for students/employers to complete the WEX program placed on an interactive website that feeds off the Ohlone Homepage Portal. This includes the student handbook and guidelines for employers.
2) The student participants are recorded in a relational database (MS ACCESS Software) that keeps their academic profile. Data collected includes, but is not limited to, tracking who they are, their progress and whether learning objectives have been achieved.

Data fields were created with the criteria listed from the Student Learning Workbook.

3) WEX students connect with their coordinator and course content using the Ohlone Course Management system (CMS). At this time the CMS is Blackboard Learn vs. 9.1 SP8

10. Discuss the impact of the program on the college and/or other programs.

This program impacts the college and/or other programs as it awards the opportunity for students to get hands-on experience in the workplace. This not only gives them an edge when applying for work but also allows them to compliment the theory learning they have completed with actual experience. In today's economic environment, most organizations do not have resources available to train new hires. This WEX program can assist those students who need some hands-on training. It also allows students to try the practical application of the job and see if they have chosen the right career path. This is ideal for those seeking CTE transitions.

At Ohlone, various departments, such as the Computers and Emerging Technology area, require that students take WEX in order to obtain their certificates or degree program.

The WEX program is reviewed and revised bi annually, to accommodate changes in employment trends.

The WEX program is supported by the Chancellors Office (CO) CWEE Plan. This plan was recently modified and resubmitted to the CO to capture academic/market changes in trends.

Since Fall 2011 this program falls under Learning Resources and Academic Technology.

11. Discuss the impact of the program on the community and the impact of the community on the program.
The impact of this program on the community and the impact of the community on the program can be seen by;
1) College graduates are more prepared for the workplace because they have had on-the-job training and experience and are much more aware of what the job may entail.
2) Provides employers with a local area resource for new hires with experience.
3) Allows employers to have employees on a trial basis to see if the employee fits the job environment and, also if the employee has chosen the right company to work for.
4) Employers get the chance to learn about Ohlone and then can offer support to it in the form of advisory committees and/or funding opportunities through the OHLONE FOUNDATION.

- **College Mission**
  1. **Mission Statement**

     The mission of Ohlone College is to serve the community by offering instruction for basic skills, career entry, university transfer, economic development, and personal enrichment for all who can benefit from our instruction in an environment where student learning success is highly valued, supported and continually assessed.

  2. **Vision Statement**

     Ohlone College will be known throughout California for our inclusiveness, innovation and superior rates of student success.

  3. **Core Values, Goals & Objectives:**

     - **College Core Values**

       - We provide life-long learning opportunities for students, college personnel and the community.
       - We open access to higher education and actively reach out to under-served populations.
       - We promote diversity and inclusiveness.
       - We maintain high standards in our constant pursuit of excellence.
       - We value trust, respect and integrity.
       - We promote team work and open communication.
       - We practice innovation and actively encourage risk-taking and entrepreneurship.

     - **College Goals/Objectives**

       1. Through innovative programs and services, improve student learning and achievement.
       2. Support the economic vitality of the community through educational programs and services that respond to identified employment needs.
       4. By 2013 provide opportunities across the curriculum for students to acquire key skill sets and concepts that will help them succeed in the workplace.
       7. Increase access to higher education of under-served and under-represented demographic groups in the District and local communities.

       1. By 2013, increase the enrollment of under-represented groups to
approximate the demographic percentages of the district population.
2. Annually increase retention and success rates of under-served
demographic groups.

4. Briefly describe how the program supports the college mission, vision selected
college values.

This program supports the college mission, vision and values by providing
students with valuable work experience, specific to the local area and employer
needs. By partnering with local area employers and the ONE STOP CAREER
center, students gain valuable knowledge and skills that will make them
stronger candidates for employment once they have completed their education.

This also benefits underserved populations by exposing them to workplace
experience and opportunities in high wage high demand jobs.

5. Briefly describe how the program supports selected college goals.

By 2013 provide opportunities across the curriculum for students to acquire key
skill sets and concepts that will help them succeed in the workplace. This will
be accomplished by providing students with opportunities to earn college credit
and Work Experience that will prepare them for the workforce and create a
linkage between academics and career.

6. Briefly describe how the program supports selected college objectives.

By 2013 provide opportunities across the curriculum for students to acquire key
skill sets and concepts that will help them succeed in the workplace.

This program will provide with opportunities to gain academic credit and work
experience. Students will learn of these opportunities through the following
venues:

Counselling Dept

One Stop Career Center and their associated academic departments

● Program SLOs & Assessment

1. Program SLO -

Students and worksite manager will develop individual SLO's based on the
job site requirements.

a. Indicate program assessment strategies used.
b. Describe the criteria and standards used to appraise student work.
c. Enter assessment results and analyze student success in achieving this program SLO.
d. Describe revisions in curriculum or teaching strategies implemented to promote student success.
e. Future Action (Improvements)

2. Program SLO -

Students with the guidance of their worksite supervisor will develop a series of learning outcomes appropriate to the job description and requirements.

a. Indicate program assessment strategies used.
   i. Skills Assessment
   ii. Performance Assessment
   iii. Other

   Employers and the WEX coordinator will complete continual assessment of the students job performance.

b. Describe the criteria and standards used to appraise student work.

   This will be determined by the individual employers based on the worksite requirements.

c. Enter assessment results and analyze student success in achieving this program SLO.

   This will be determined by the individual employers based on the worksite requirements.

   Reports to be analyzed will be generated by the relational database.

d. Describe revisions in curriculum or teaching strategies implemented to promote student success.

   Each CTE program is evaluated annually through advisory committee meetings. This input is used to make continual program improvements. For students who are getting general work experience strategies will be developed based on employer need. This is one of the responsibilities of the coordinator.

e. Future Action (Improvements)

3. Program SLO -

Students complete an information packet through an online format or in person prior to the start of their worksite placement.

a. Indicate program assessment strategies used.
   i. Other

   WEX Coordinator will verify through either Blackboard (BB) CMS (course management system) and/or relational database that forms were completed.
b. Describe the criteria and standards used to appraise student work.

All necessary data fields in BB and/or relational database have been checkmarked complete.

c. Enter assessment results and analyze student success in achieving this program SLO.

Analyze database and/or BB reports.

d. Describe revisions in curriculum or teaching strategies implemented to promote student success.

n/a

e. Future Action (Improvements)

• SLO Matrix

<table>
<thead>
<tr>
<th>Course</th>
<th>SLO-1</th>
<th>SLO-2</th>
<th>SLO-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEX 185A1</td>
<td>I</td>
<td>I</td>
<td>I</td>
</tr>
<tr>
<td>WEX 185A2</td>
<td>P</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>WEX 185A3</td>
<td>M</td>
<td>M</td>
<td>M</td>
</tr>
<tr>
<td>WEX 195A1</td>
<td>I</td>
<td>I</td>
<td>I</td>
</tr>
<tr>
<td>WEX 195A2</td>
<td>P</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>WEX 195A3</td>
<td>P</td>
<td>P</td>
<td>P</td>
</tr>
<tr>
<td>WEX 195A4</td>
<td>M</td>
<td>M</td>
<td>M</td>
</tr>
</tbody>
</table>

• SLO Matrix Comments

• Course SLO & Assessment

WEX 185A1 General Work Experience Education

1. Identify and apply job skills, aptitudes, and attributes that will enable the students to be successful in the workplace as evidenced by meeting the students learning outcomes.
2. Develop measurable work performance outcomes and assess work performance based on meeting established outcomes.
3. Demonstrate an understanding of the relationship between formal classroom instruction, work-based learning experiences, and job/career success.
4. Demonstrate the ability to create, edit and publish a current resume that includes the work-based learning experience.

<table>
<thead>
<tr>
<th>Indicate planned course assessment strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Assessment</td>
</tr>
<tr>
<td>Skills Assessment</td>
</tr>
<tr>
<td>Indirect Assessment: Survey, Focus Group Discussion, Interview</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Describe the criteria and/or performance standards used to appraise student work.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Enter assessment results and analyze student success in achieving course SLOs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students who successfully</td>
</tr>
</tbody>
</table>
Describe revisions in curriculum or teaching strategies implemented to promote student success.

Future Action (Improvements)

WEX 195A1 Occupational Work Experience Education

1. Develop new knowledge and job skills that relate specifically to the students educational of occupational goal. Identify and apply job skills, aptitudes, attitudes and attributes that will enable the student to be successful in the workplace. Develop measurable work performance behaviors and assess work performance. Explain the relationship between formal classroom instruction, work-based learning experiences, and job/career success. Draft, edit and publish a current resum that includes the work-based learning opportunity.

Indicate planned course assessment strategies

Performance Assessment
Skills Assessment
Indirect Assessment: Survey, Focus Group Discussion, Interview

Describe the criteria and/or performance standards used to appraise student work.

Enter assessment results and analyze student success in achieving course SLOs.

Describe revisions in curriculum or teaching strategies implemented to promote student success.

Future Action (Improvements)

• Student Achievement: A series of measures including course completion, course retention, persistence, program completion, and others.

  1. List expected student achievement outcomes:

     SLO's specific to student worksite rather than standardized.

  2. Analyze changes in data, identify trends, and provide possible contextual explanations for each measure used. (Example measures include: course completion, course retention, persistence, program completion).

     n/a

  3. Analyze program budget trends and expenditures. Comment on how the program can best use budget resources.

  4. Analyze the program's current use of staff, equipment, technology, facilities, and/or other resources. Comment on how the program can best use these resources.

  5. Describe any additional notable program achievements(optional).

  6. Additional Program Table Data

  7. Future Action

     Current levels of student achievement indicators maintained.

• Program Analysis

     After assessing student learning outcomes/impacts, student/program achievement,
and the status of previous program improvement objectives (PIOs), analyze the data and any identified trends, and summarize your findings. Use these data and trends to prioritize, revise, or develop new PIOs.

1. *Describe program achievements and successes.*

As of Fall 2012, this program is now fully automated in Blackboard as a "WEX-101 module," which includes all previously used manual-based forms to be PDF editable. Employer listings have also now been placed into an Access Database for easy archival retrieval. Statistics of student enrollments and placements can now be easily retrieved from this database for program analysis.

The student orientation to this program is also now available fully online, so students have a choice to meet f2f with their instructor on campus or online (using video collaboration tools).

The program also now has a new look and feel to its brochure and Ohlone Webpage site. The new website is live as of September 1, 2012.

2. *According to the evidence, what are the areas needing improvement?*

Still needing improvement is having a dedicated full-time coordinator. Currently we are using an Adjunct at 20% to cover this program. The current individual has successfully converted the program to digital format in order to expedite administrative needs, however it does not allow enough time for seeking new employer opportunities.

Permanent GL Budget account to maintain updates for the brochure and website.

- **Program Improvement Objectives:**
  1. **Objective:**

   Coordinate resources to continue relationships with industry partners to maintain internship opportunities.

   a. **Action Plan**

   Year 1:

   Allocate budget to ensure that the current funding for this program is sustained.

   Maintain the existing CTE funding source which provides resources for a Part Time Coordinator and associate budget for marketing and travel resources.
b. **Staffing**  
*Year 1:*  
20-30% reassigned time for program coordinator.

c. **Other (Include other resources needed)**  
*Year 1:*  
Printing of brochures--estimated cost $500 (Funded by grant issued by Ohlone Foundation --Spring 2012 (completed)

d. **Assessment Plan: List Assessment Strategies**  
*Year 1:*  
Student participation.

Internship site and industry partner survey.

*Year 2:*  
Presentations to the community will be done on an as needed basis. Especially during Advisory Committee meetings.

e. **Which college goal(s) does this program improvement objective work to achieve?** Clearly describe how your PIO will help achieve one or more of the college goals and objectives, has impact beyond the particular department, and contributes to student learning/success.

1. Through innovative programs and services, improve student learning and achievement.
   **Rationale:**
   By increasing awareness of the Work Experience Program more students and employers could take advantage for students to learn on the job skills and apply their academic knowledge.

2. Support the economic vitality of the community through educational programs and services that respond to identified employment needs.
   **Rationale:**
   Connecting more Ohlone students with local Employers will meet the needs
of both.

2. PIO Assessment  
   a. Enter assessment results with analysis.

   WILL COMPLETE THIS IN ACADEMIC year 2013-14

In Fall 2012, data was gathered to see if the program PIO's being implemented had been seen to have an impact on enrollments. The data results are as follows:

2012 FA 40  
2012 SP 36  
2011 FA 17 transition to new Dean  
2011 SP 28  
2010 FA 31  
2010 SP 26  
2009 FA 43  
2009 SP 33

These numbers show that there needs to be more research time to see a more consistent pattern. For Fall 2012 enrollments have increased to 40, but to see a better long term result we will continue to watch enrollment numbers for one more year.

b. Describe how PIO achieved one or more of the college goals and objectives, had an impact beyond the particular department, and contributed to student success/learning.

All the PIO's have reflected the college goals and mission. This PIO For example, automating the program online in Blackboard has fulfilled goals #1 and #2

#1 Through innovative programs and services, improve student learning and achievement. (Program more accessible to students)

#2 Support the economic vitality of the community through educational programs and services that respond to identified employment needs. (Program allows through the Access database to keep current connections with employers and their needs)

c. Analyze the impact of reallocation or addition of resources. If money or resource was not used, give rationale.

This program used Perkins Funding over the last 18 months for advertising needs, (website) salary and mileage reimbursement. Moving forward this program should be awarded a permanent GL budget line.
d. Future Action
Current level of focus maintained. Describe.

1. Objective:

Develop a marketing plan to explain the Work Experience Program to counselors, faculty, students, and potential employers.

a. Action Plan
Year 1:

Design a logo for the Work Experience Program

Develop brochures/website explaining the Program to students

Develop brochures/website explaining the Program to employers

prepare presentation for faculty to attend during Flex Week

Year 2:

Promote the Ohlone College WEX Program to local employers.

b. Staffing
Year 1:

LRC Staff person to assist in designing new WEX logo for promotional purposes.

c. Other (Include other resources needed)
Year 1:

Printing of brochures—estimated cost $500 (Funded by grant issued by Ohlone Foundation—Spring 2011)

d. Assessment Plan: List Assessment Strategies
Year 1:

WEX Logo and brochures will be produced

Presentations to faculty will have happened during Flex Week and other places or occasions
Year 2:

Presentations to the community will be done continually.

e. Which college goal(s) does this program improvement objective work to achieve? Clearly describe how your PIO will help achieve one or more of the college goals and objectives, has impact beyond the particular department, and contributes to student learning/success.
1. Through innovative programs and services, improve student learning and achievement.
Rationale:

By increasing awareness of the Work Experience Program more students and employers could take advantage for students to learn on the job skills and apply their academic knowledge.

2. Support the economic vitality of the community through educational programs and services that respond to identified employment needs.
Rationale:

Connecting more Ohlone students with local Employers will meet the needs of both.

2. PIO Assessment
a. Enter assessment results with analysis.

During Learning College Week and during Spring 2011 semester, faculty and the Dean of Business, Technology and Learning Resources, educated counsellors, and faculty and students using new brochures and posters that were being forwarded (mailed) to the local community.

b. Describe how PIO achieved one or more of the college goals and objectives, had an impact beyond the particular department, and contributed to student success/learning.

All the PIO's have reflected the college goals and mission. This PIO For example, automating the program online in Blackboard has fulfilled goals #1 and #2

This PIO fulfilled these goals.

#1 Through innovative programs and services, improve student learning and achievement. (Program more accessible to students and community)

#2 Support the economic vitality of the community through educational
programs and services that respond to identified employment needs. (Program allows through the Access database to keep current connections with employers and their needs)

c. **Analyze the impact of reallocation or addition of resources. If money or resource was not used, give rationale.**

Funding for the new advertising materials was from Perkins Funding and Ohlone Foundation PR dept.

d. **Future Action**
Completely.

1. **Objective:**

Convert Student/Employer Work Experience Handbook and forms into Digital format using Blackboard course management system.

a. **Action Plan**
   
   **Year 1:**
   
   Digitalize current hard copy manual forms and enrollment spreadsheets.

b. **Staffing**
   
   **Year 1:**
   
   Use of Adjunct Faculty and student helper.

c. **Equipment (Include items that fit under department budget codes)**
   
   **Year 1:**
   
   N/A

d. **Technology (Include items that fit under IT budget codes)**
   
   **Year 1:**
   
   Use of Blackbaord Course Management System and associated Adobe pdf converter software.

e. **Facilities (Include items that fit under the Facilities budget codes)**
   
   **Year 1:**
   
   N/A

f. **Assessment Plan: List Assessment Strategies**
   
   **Year 1:**
   
   Implement use of Blackboard System- started SPRING 2011.
g. Which college goal(s) does this program improvement objective work to
achieve? Clearly describe how your PIO will help achieve one or more of the
college goals and objectives, has impact beyond the particular department,
and contributes to student learning/success.

1. Through innovative programs and services, improve student learning and
achievement.
Rationale:

Work experience resources available 24/7 online.
Database of employer names kept in Access platform, for later stats retrieval.

4. Use human, fiscal, technological, and physical resources responsibly,
effectively, and efficiently to maximize student learning and achievement.
Rationale:

Use of Blackboard Course Management System to engage students more with
the Work Experience program and to make it more accessible.

2. PIO Assessment
   a. Enter assessment results with analysis.

   This PIO is complete and the Work Experience Blackboard module is in
current use.

   b. Describe how PIO achieved one or more of the college goals and objectives,
had an impact beyond the particular department, and contributed to student
success/learning.

   Students have 24/7 access to their course materials and necessary forms for
themselves and employers.

   c. Analyze the impact of reallocation or addition of resources. If money or
resource was not used, give rationale.

   Easier for Work Experience (WEX) Dean and Coordinator to access
information about student enrollment in the WEX courses. Cost saving
having forms and printed materials online.

   Ability to have up-to-date forms and materials available to students and
employers faster when posted and downloadable from online.

   d. Future Action

Completed.

1. Objective:
Determine future direction of Work Experience Program to serve students more effectively

a. Action Plan
   Year 1:
   Evaluate current effectiveness of Program

   Review Title 5 requirements

   Review current policies and procedures

   Year 2:
   1. Provide career counseling to students
   2. Provide local employers with a place to post job listings specifically for students
   3. Coordinate with the one stop to provide ?career guidance through workshops and assessments.

   Year 3:
   Enhance current WEX website to allow students a single sign to find local job opportunities and submit required WEX information.

b. Staffing
   Year 1:
   WEX Coordinator

   Year 2:
   WEX Coordinator

   Year 3:
   WEX Coordinator

c. Equipment (Include items that fit under department budget codes)
   Year 1:
   Desktop computer with internet access and relational access database program loaded.
Year 2:
Desktop computer with internet access and relational access database program loaded.

Year 3:
Desktop computer with internet access and relational access database program loaded.

d. Technology (Include items that fit under IT budget codes)
   Year 1:
   MS Access is included in the annual renewal fee for Ohlone's MS Office System.

   Year 2:
   MS Access is included in the annual renewal fee for Ohlone's MS Office System.

   Year 3:
   MS Access is included in the annual renewal fee for Ohlone's MS Office System.

e. Facilities (Include items that fit under the Facilities budget codes)
   Year 1:
   n/a

   Year 2:
   n/a

   Year 3:
   n/a

f. Other (Include other resources needed)
   Year 1:
   n/a

   Year 2:
g. Assessment Plan: List Assessment Strategies

Year 1:
Report of strengths and weaknesses of the WEX Program

Report of Title 5 regulations implemented in the WEX Program

Documentation of current policies and procedures

Year 2:
Outreach to students

Location of job postings specifically for students

Year 3:
Enhance current Ohlone WEX website for students to have access to WEX and employment information

h. Which college goal(s) does this program improvement objective work to achieve? Clearly describe how your PIO will help achieve one or more of the college goals and objectives, has impact beyond the particular department, and contributes to student learning/success.

2. Support the economic vitality of the community through educational programs and services that respond to identified employment needs.

Rationale:
Provides link between students and local businesses and gives students pertinent job skills.

2. PIO Assessment
a. Enter assessment results with analysis.

We will be conducting surveys at the end of FALL 2012 to see if students
are seeing the program to be more effective in serving their needs.

b. Describe how PIO achieved one or more of the college goals and objectives, had an impact beyond the particular department, and contributed to student success/learning.

In order to serve students more effectively, this PIO fulfils this goal.

#2 Support the economic vitality of the community through educational programs and services that respond to identified employment needs. (Program allows through the Access database to keep current connections with employers and their needs).

c. Analyze the impact of reallocation or addition of resources. If money or resource was not used, give rationale.

N/A

d. Future Action
   Current level of focus maintained. Describe.

1. Objective:
   Proposing two WEX classes only: WEX-185 for students who are on jobs unrelated to their major, and WEX-195 class for students who are working in jobs related to their major.

   a. Action Plan
      Year 1:

      WEX-195 classes are currently listed under 13 departments with 1-4 units offered in each one of those classes, for a possible total of 52 different synonyms created. To reduce confusion for students who are unsure about which class to enroll in, and to reduce the number of synonyms created, the faculty and administration propose to reduce the number of WEX classes offered to only WEX 195 (1-4 units) and WEX-185 (1-3) units. We believe that reducing this number will help both the student and the efficiency in administering the Work Experience program.

      The following WEX classes will need to be deactivated in order to meet this objective:

      AJ-195A1-01
      AJ-195A2-01
      AJ-195A3-01
      AJ-195A4-01
      BA-195A1-01
      BA-195A2-01
      BA-195A3-01
      BA-195A4-01
      BSM-195A1-01
      BSM-195A2-01
      BSM-195A3-01
      BSM-195A4-01
      CFS-195A1-01
b. **Staffing**

Year 1:

Involves work with Dean Buehler and Kimberly Robbie from the Curriculum Office.

c. **Equipment (Include items that fit under department budget codes)**

Year 1:

N/A

d. **Technology (Include items that fit under IT budget codes)**

Year 1:

Datatel Entry input

e. **Facilities (Include items that fit under the Facilities budget codes)**

Year 1:

N/A
f. Other (Include other resources needed)
   Year 1:
   Time to input changes into Datatel.

g. Assessment Plan: List Assessment Strategies
   Year 1:
   Review student enrollments and feedback survey.

h. Which college goal(s) does this program improvement objective work to achieve? Clearly describe how your PIO will help achieve one or more of the college goals and objectives, has impact beyond the particular department, and contributes to student learning/success.
   1. Through innovative programs and services, improve student learning and achievement.
      Rationale:
      Reduce confusion for Students. Make it easier for them to find Work Experience Courses.

2. PIO Assessment
   a. Enter assessment results with analysis.
      Findings from the curriculum office, Summer 2012, indicated that most students sign up for WEX 185 and WEX 195 rather than individual program offerings. As a result of this and in order to maintain more efficient enrollment rosters, it was decided to remove program specific 185 and 195 courses and have students enroll directly into one of the two WEX program courses.

   b. Describe how PIO achieved one or more of the college goals and objectives, had an impact beyond the particular department, and contributed to student success/learning.
      All the PIO's have reflected the college goals and mission, this PIO met with

   c. Analyze the impact of reallocation or addition of resources. If money or resource was not used, give rationale.
      Non necessary WEX courses were removed.

   d. Future Action
      Completed.
• **Outside Review Results**
  1. List each team members name and title.
     None.
  2. Discuss key feedback provided by team and how it was incorporated into the report.
     None.

• **Attached Files**