



Instructional Program Viability for EMER/Homeland Security Recommendation for Program Discontinuance

On September 30, 2021, faculty member Cliff Hadsell asked the Academic Senate to discontinue the EMER/Homeland Security Program. That request formally initiated a process outlined in AP 4021 Instructional Program Viability. The Academic Senate formed a committee in the spring of 2022.

The IPVC members included the following, and the membership was based on AP 4021.

* Members of the committee requested to be part of the committee

Classified Staff Member	Sabrina Lopez
Counseling Faculty	Michelle Plug
Full-time faculty or adjunct from the program	James Woolum
One additional representative from Academic Senate	Ann Everett
Appropriate Dean	Dr. Eric Rabitoy
Vice President of Academic Affairs	Dr. Dana Hester
Curriculum Chair	Lisa Villa
Program Review Coordinator	Brian Anderson
Associated Students of Citrus College President or designee	Sofia Guzman
CCFA President or designee	Senya Lubisich
Academic Senate President or designee	Jeremy Clark
*Director of Institutional Research, Planning, and Effectiveness	Dr. Lan Hao
*Director of Career, Technical Education, and Grants	Terry Adams

The committee met on May 20, 2022, and reviewed AP 4021 and the request. After discussion and a better understanding of the AP, the committee met again on December 7, 2022.

At the December 7 meeting, the committee generated a list of data to collect for review. The data suggested is outlined in AP 4021. The data requested included:

1. Qualitative Data:

- Enrollment from the last five years of Citrus, Rio Hondo & other surrounding colleges that offer the program
- Completions (11 since created)
- LMI (labor market information)
- Employment of program students in the field
- Demand for jobs

- Program Review dashboard of completers
- Program Access and retention
- Availability of qualified faculty to teach the program
- Impact on other college programs or courses

2. Quantitative Data:

- Projected demand for the program in the future
- Student program completion
- Enrollment trends over a sustained period (course times i.e., morning vs evening, modality etc.)
- Change in graduation, transfer, or certificate requirements
- Frequency of course offerings
- Term-to-term persistence of students within the program
- Retention or success rates of students within the program
- Productivity in terms of enrollment, such as FTES per FTEF ratio and/or WSCH per FTEF
- Disproportionate impact on underrepresented students within the program (1st generation, LGBTQ, gender, race, and ethnicity indicators)
- Disproportionate impact on student diversity
- Service to other programs
- Success rate of students passing state and national licensing exams and industry-based certification
- Labor market demand

The data was collected and disseminated to the committee members.

On April 27, 2023, the committee met again to discuss the data and decided on a recommendation to the Academic Senate. There was a good discussion about the data. The main points showed that the program was a specialized program created to meet a specific need. At the program's launch, the government agency that requested the program changed its focus and how it would be involved. The demand for the program steadily dropped over the years despite the great work that Cliff and Dr. Rabitoy put into marketing and outreach. Many students took EMER courses to supplement their career path in Fire or Administration of Justice but did not take the whole program of study. Rio Hondo offers a similar program. In 2022 the college helped the students complete their program and began transitioning students to Rio Hondo.

The labor market data showed a discrepancy between two job codes; Protective Service Occupations and Emergency Management and Homeland Security. Protective Service Occupations offer moderate job postings and demand but lower wages. The data also suggest that training for this job code is handled in-house by TSA (for example).

The labor market data shows light job postings and strong compensation. The data suggest that training in this area is targeted at incumbent professionals in occupations like Fire and Law Enforcement.

Based on LMI (Labor Market Information), there appears to be a misalignment between our program and the potential market. The misalignment came after the initialing government agency changed its focus and delivery methods based on input from the Protective Service Occupations bargaining unit.


The committee reviewed the disaggregated student data. The program does not disproportionality impact any specific groups of students. The program does not help or hurt any student population on campus. Our student representative asked how students in the program would be helped to finish their program of study. Dr. Rabitoy informed the committee that all students had been cared for and successfully transferred to Rio Hondo.

Based on the data review and discussion, the Instructional Programs Viability Committee voted unanimously to recommend to Academic Senate to formally discontinue the EMER/Homeland Security program. All the IPVC (Instructional Program Viability Committee) data and minutes will be saved on the Academic Senate web page.

Signatures



Academic Senate President



ASCC President



CCFA President



Vice President of Academic Affairs



Superintendent/President