

In 2008, Lydia Hearn Madden, then the Acting AVPI, submitted programs reviews for the following areas: Curriculum, Scheduling, Honors, Diversity, ICCE, LinC, and Staff Development. The Academic Services Division did not submit Annual Program Review Updates for the 2009-2010 since there was ambiguity about which areas within the division constituted an instructional program. This academic year, 2010-2011, it was clarified that we would be submitting APRUS for the following programs: Honors, Diversity, ICCE, LinC, and Staff Development. What follows are highlights from each of these areas:

## Office of Diversity

In 2008, revising the student equity plans across divisions (introduced in 2000 and updated in 2005-2006) was identified as a major priority. However, due to budget reduction and the reorganization of ICCE and Diversity into one office and shifting of some duties to the IIS Dean, capacity to carry out the work severely decreased. As a result, this work was not started. However, cultural competency faculty training has been maintained in 2009-2010 due to the support of the Office and Staff and Organizational Development.

## Honors

In 2009-2010, the actual enrollment shows a 26% increase for enrollment of underrepresented student populations since the 2008 program review. Under the direction of the faculty coordinator (who also had limited capacity due to lack of funding for coordination), the program continues to take steps to increase recruitment of underrepresented populations by offering LEAD (Latino/a Empowerment at De Anza) classed for Honors and making efforts to visit other Student Success and Retention Services cohort programs such as Sankofa, FYE, and Puente.

## Institute of Community and Civic Engagement

The main area for improvement listed on the 2008 program review was the need for institutionalization. We now have a full time permanent director. We now have a 25% classified position, and we have received a grant for a full time classified position. We also have a real need to improve our equity numbers and build back our Community Service Learning Program which was downsized due to budget reduction in the past few years and the reorganization of the ICCE and Diversity Offices. Achievement gap numbers have not improved.

## Learning in Communities

LinC leadership has continued with their efforts to plan and focus their faculty training on creation of culturally-specific content and activities which would decrease the student equity gap, while also serving the developmental education needs of under-represented student populations. LinC has been successful in their use of counseling and advising to support student retention and success in LinC classes.

## Office of Staff and Organizational Development

The Staff Development office continues to develop the cultural competency of our staff and faculty via emphasizing the institution's commitment to cultural competency, the diverse make up of our students, and the challenges of teaching developmental students during New Employee Orientations, increasing culturally responsive teaching offerings by bringing such notables as Dr. Jeff Duncan Andrade and Dr. Tara Yosso to campus, and infusing many of our part-time faculty seminars with diversity components (for example the workshop "De Anza Goes to the Movies--Critically of Course" given by Eugene Rodriguez).