College of Alameda
2024-25 Program Review Template – **Umoja**

Lead Author:

> Umoja, (a Kiswahili word meaning unity) is a community and critical resource dedicated to enhancing the cultural and educational experiences of African American and other students. We believe that when the voices and histories of students are deliberately and intentionally recognized, the opportunity for self-efficacy emerges and a foundation is formed for academic success. Umoja actively serves and promotes student success for all students through a curriculum and pedagogy responsive to the legacy of the African and African American Diasporas.

Program Overview

Provide your service area's mission statement. If your service area does not have a mission statement, what is your timeline for creating a mission statement?

> Umoja, (*a Kiswahili word meaning unity*) is a community and critical resource dedicated to enhancing the cultural and educational experiences of African American and other students. We believe that when the voices and histories of students are deliberately and intentionally recognized, the opportunity for self-efficacy emerges and a foundation is formed for academic success. Umoja actively serves and promotes student success for all students through a curriculum and pedagogy responsive to the legacy of the African and African American Diasporas.

List your program faculty and/or staff.

> Dr. Shalamon Duke, Dean
> Charles Washington, Counselor/Coordinator

List the essential functions of your department, program or unit and provide a description of how the unit aligns with the college mission.

> Umoja provides courses, workshops, mentoring and tutoring which aligns with the college mission of providing comprehensive services to empower students.

List your program goals from your most recent Program Review or APU (Annual Program Update). Then, provide an update on the status of the goal. Has your program achieved the goal? Have any of your goals been revised or are any still in progress? Lastly, make sure to discuss which College or District goal your program goal aligns to.

If no program goals exist or if this is your first program review, create 2-3 goals and align them with a college or District goal.

Program Goal	To continue to develop and sustain the Umoja community at College of Alameda.
Status: In-Progress or Complete?	In Process
Which college or district goal is aligned with your program goal?	• Advance COA teaching and learning • Increase retention and persistence rates

Program Goal	To improve the retention rates from term to term of students enrolled in the Umoja community at College of Alameda.
Status: In-Progress or Complete?	In Process
Which college or district goal is aligned with your program goal?	• Increase retention and persistence rates • Advance COA teaching and learning

Program Goal	To increase student engagement in both on and off campus activities for students enrolled in the Umoja community.
Status: In-Progress or Complete?	In Process
Which college or district goal is aligned with your program goal?	• Increase community & educational partnerships • Advance COA teaching and learning

Course Completion and Retention Rates by Student Group or Service Area

	Student Services	Academic Year
	Student Services Details	2023-2024
	Legend	
	Export to Excel	Campus
		Alameda

Term
All

Division
All

Service Area
All

Student Group
All

(i) For more information

* Excluding MW and EW grades

🔖 Export to Excel

Academic Year	Gender	Headcount	Census Enrollment	Completion Rate	Retention Rate	Completion Rate*	Retention Rate*
2023-2024	F	5966	12921	72.2%	85.1%	72.5%	85.0%
2023-2024	M	4298	10133	74.8%	86.8%	75.0%	86.8%
2023-2024	X	518	974	72.6%	84.4%	72.7%	84.3%
Total		**10782**	**24028**	**73.3%**	**85.8%**	**73.6%**	**85.7%**

Academic Year	Age	Headcount	Census Enrollment	Completion Rate	Retention Rate	Completion Rate*	Retention Rate*
2023-2024	16-18	1563	3269	80.7%	90.5%	80.9%	90.4%
2023-2024	19-24	4595	11240	74.7%	86.8%	74.8%	86.7%
2023-2024	25-29	1420	2806	68.3%	83.0%	68.4%	83.0%
2023-2024	30-34	1025	1937	65.1%	81.4%	65.8%	81.2%
2023-2024	35-54	1780	3518	69.3%	82.3%	69.5%	82.2%
2023-2024	55-64	268	573	70.6%	85.4%	71.8%	85.2%
2023-2024	65 & Above	184	421	79.0%	85.2%	79.4%	85.1%
2023-2024	Under 16	206	264	89.2%	95.1%	89.2%	95.1%
Total		**10782**	**24028**	**73.3%**	**85.8%**	**73.6%**	**85.7%**

Academic Year	Ethnicity	Headcount	Census Enrollment	Completion Rate	Retention Rate	Completion Rate*	Retention Rate*
2023-2024	American Indian	31	72	60.3%	86.8%	61.2%	86.6%
2023-2024	Asian	2742	7473	85.8%	92.2%	85.9%	92.2%
2023-2024	Black / African American	2015	3983	58.8%	78.8%	59.2%	78.6%
2023-2024	Hispanic / Latino	3086	6240	67.9%	82.5%	68.1%	82.4%
2023-2024	Pacific Islander	39	78	67.5%	84.4%	67.5%	84.4%
2023-2024	Two or More	753	1626	67.5%	81.7%	67.9%	81.6%
2023-2024	Unknown / NR	287	721	77.9%	88.7%	78.3%	88.6%
2023-2024	White	1829	3835	74.6%	87.0%	74.8%	86.9%
Total		**10782**	**24028**	**73.3%**	**85.8%**	**73.6%**	**85.7%**

[Course Success & Retention Rates – Student Services (internal only)](#)

Please go to Student Services Details Page.

Then click on your Service Area.

Compare to Graphic above.

Do the students served by your service area differ from the College's overall student population? If so, elaborate on how the service area is identifying and addressing the needs of the student population.

> When looking at the Umoja student group at College of Alameda, we see that most of the student population in the group is African American Women. Umoja serve the disproportional impacted group of African American on this campus, who have large equity gaps in success and retention on the campus. The second largest age group is 35-54, which is not a large population of College of Alameda.

Which groups of students are underrepresented among those who received services, particularly by race/ethnicity and gender?

> The groups of students who are underrepresented among those who received services is Black / African American, Female and Age Range 35-54.

Describe how external factors such as advisory board recommendations, federal or state mandates, changing demographics, and/or COVID-19 has impacted the support services your program or administrative unit provides.

How has your program addressed these changes or challenges to ensure students are supported and can continue to work towards meeting their educational goals?

The main challenge with Umoja is ensuring there are appropriate staffing to serve the students. The program requires a full-time Counselor \ Coordinator to be successful and thriving. Furthermore, with the online environment becoming a more common place of services, Umoja needs to investigate marketing, servicing, outreaching and supporting students with different methods than when on campus was the norm.

Data Analysis
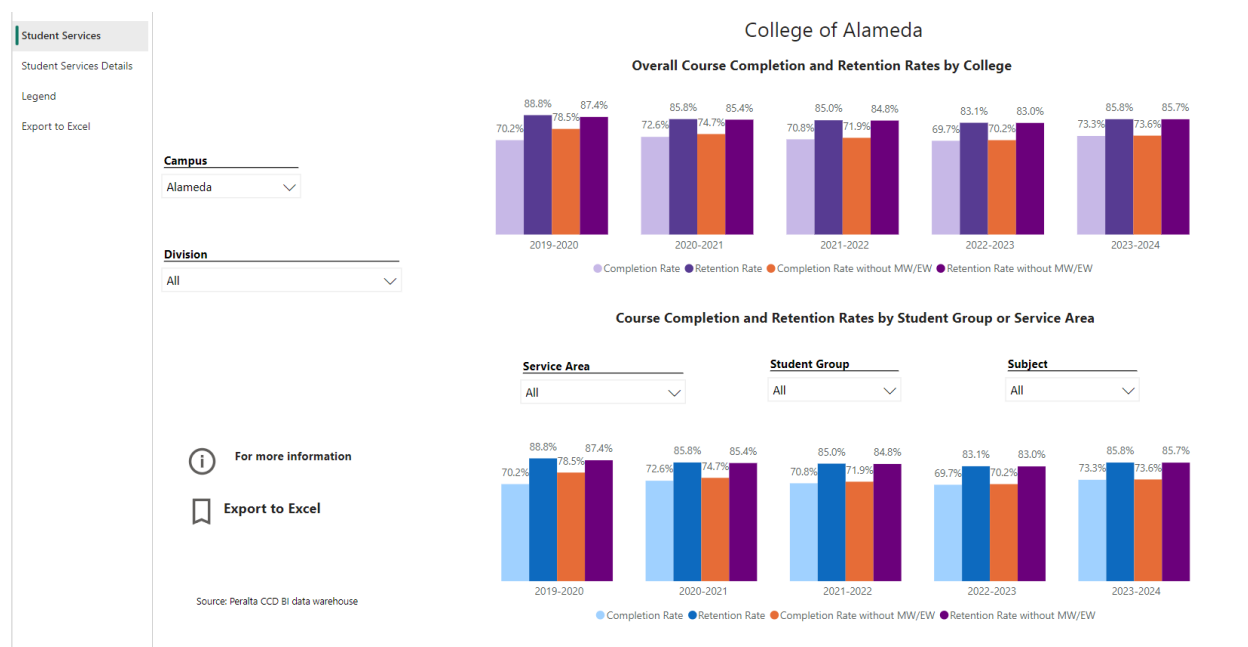
Course Success & Retention Rates – Student Services

Click on your Service Area after Clicking on Dashboard Link

Consider your program's course completion rates over the past three to five years (% of students who earned a grade of "C" or better).

How does the course completion rate for your program compare to your college's College-Set Standard for course completion of 70% and the stretch goal of 77%?

Umoja Students are below the set standard of the college. I believe this is because the majority of the group is the disproportional impacted group of African American Students. When looking at just the

success rates of African American Students to Umoja students, we see the being in Umoja increases the success rate around 3 %. So, even though the success rate is below the rate of the college. It is improving the students in a DI group. But there is still room for improvement to get African American Success rate closer to the set standard.

On average the course retention rate (number of students are retained in the course) for College of Alameda has been **85%** for the past three years. Examine the course retention rates for your program over the last three years. How does your program course retention rate compare to the college?

The retention rate for Umoja for the last three years is below 85%. But the retention rate of the last 3 years for African Americans is 78%. So, Umoja is higher than the DI group's overall retention rates. So, even though the program is below the overall campus it is still helping the DI group to improve in retention rates. Going forward because Umoja is majority African American Students, I believe retention rates should be compared to the overall DI group rates and not the overall campus for set goals of this program. The stretch goal can be the overall campus goals.

Equity

College of Alameda continues to focus on access, equity, and success. The goal is to create an inclusive environment where all students can thrive and meet their education and career goals. As pertaining student success metrics from the Student Equity Achievement Plan and the Student-Centered Funding Formula, we analyzed most current cohort state data of disproportionate impacted groups in completion of transfer level English and Math, persistence, transfer rate, and goal completion.

For more information on equity click on the StudentSuccessMetricsforDIgroups21-22.xlsx

Discuss how your program has worked to address these equity gaps. Incorporate examples of your program data where applicable.

Umoja at the College of Alameda is a transformative program designed to address the equity gap by providing holistic support to African American and other historically underrepresented students. By fostering a culturally responsive and inclusive learning environment, Umoja promotes academic success, personal growth, and leadership development. The program offers specialized counseling, mentorship, and tutoring services, as well as opportunities for students to engage in community-building activities and cultural events. Through these efforts, Umoja aims to remove systemic barriers, enhance student retention and graduation rates, and ensure that all students, particularly those from marginalized backgrounds, have the resources and support they need to succeed in higher education. Ultimately, Umoja contributes to a more equitable campus by centering the unique needs of underserved student populations and empowering them to achieve their academic goals.

Furthermore, looking at the data, we can see that being in the Umoja group the success rate and retention rates have a 3% increase. Success rate and retention is where college can improve to retained African Americans who have equity gaps in Completion of Math and English, Completion of degrees/certs, transferring and Persistence in the district.

Student Learning Outcomes Assessment

List your Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs)

SOA 1: Eighty percent of Umoja students will have SEPs by the second semester.
SOA 2: To improve the retention and persistence rates from term to term of students enrolled in the Umoja community at College of Alameda.
SOA 3: To increase student engagement in both on and off campus activities for students enrolled in the Umoja community.

Please provide a high-level summary and your program's interpretation of your SAO/SLO findings over the past year.

SOA 1: Spring 2019 Passed 100%

SOA 2: Spring 2020 Passed 80%

SOA 3: Spring 2021 Not Passed 74.19%

SOA 3: Spring 2022 Not Passed 36.76%

Umoja has not done a SOA assessment since Spring 2022. We should get better at doing at least one SOA per year to assess the improvement of the programs and to make sure we are meeting the goals of the program. Also, we have not passed an assessment since Spring 2020. Which shows we have not recovered from this program since the pandemic and need to investigate reinventing this program to meet the students' needs and get students to their desired outcomes.

What were the most important things your department learned from assessment? Did implementation of your action plans result in better student learning?

We need to assess the SOA more frequently and consistently. To assess if the program meets the goals set and the student needs.

Second, we have declined in the engagement of the Umoja group. So, looking into new inventive when to get students excited to be engaged in the Umoja. Also, having desired resources in Umoja to help DI groups in Umoja succeed in their courses. In the works, there is implementation of added tutoring with Umoja funds to help the students in this group. I am excited to see how tutoring for this group will help the overall success rates of the African Americans.

Degrees & Certificates Conferred

Increasing the number of students who complete a certificate or degree is a shared goal across CoA's Ed Master Plan Goals, PCCD (Peralta Community College District) Goals, the Chancellor's Office Vision for Success, the Student-Centered Funding Formula, and Guided Pathways.

How can your program contribute to increasing the number of certificates and degrees awarded over the next three years?

For more information on awards click on the **Degrees & Certificates Dashboard link**

> Umoja Students have increased in the number of degrees they get. Last year we had 17 students getting degrees and certificates, who were Umoja students. This is 11 count increase in the average of degrees, the Umoja group normally get. This is a huge improvement. Hopefully, we can keep getting more Umoja to complete degrees and certificates and find where we can help.

Engagement

How has your department participated in college wide efforts such as committees, presentations, and departmental activities?

> In the future, I believe Umoja should be engaged in more college wide efforts such as SEA committees, presentations about diversity and equity for students, activities and events for students to help get to their goals.

How has your department engaged in community activities, partnerships and/or collaborations?

> Umoja at the College of Alameda actively engages the broader campus community through strategic partnerships and collaborations that enhance student success and foster a culture of inclusivity. The program works closely with faculty, staff, and administrators to integrate culturally relevant curriculum and teaching practices that resonate with students' experiences. Umoja also collaborates with community organizations, local businesses, and support services to provide a network of resources, internships, and career opportunities that expand students' access to real-world experiences. Through these partnerships, Umoja strengthens the sense of belonging on campus and ensures students receive the comprehensive support they need, both academically and personally. By building these connections, Umoja not only addresses the unique needs of its participants but also creates a more supportive and interconnected college environment for all students.

Prioritized Resource Requests Summary

In the boxes below, please add resource requests for your program. If there are no resources requested, leave the boxes blank.

Resource Category	Description/Justification	Total Estimated Cost
Personnel: Classified Staff	Hourly Coordinator	$50,000
Personnel: Student Worker	Support / Student Worker Jobs	$30,000
Personnel: Part Time Faculty		
Personnel: Full Time Faculty	1.0 FTE Counselor	$120,000

Resource Category	Description/Justification	Total Estimated Cost
Professional Development: Department wide PD (Professional Development) needed	Conference and Workshops	$10,000
Professional Development: Personal/Individual PD needed		
Supplies: Software		
Supplies: Books, Magazines, and/or Periodicals		
Supplies: Instructional		
Supplies: Non-Instructional		
Supplies: Library Collections		
Technology & Equipment		
Library materials/collections		
Facilities: Classrooms/Labs		
Facilities: Offices		
Other		