

## De Anza College

### MLT Program Review – Annual Update Form

1. Briefly describe how your area has used the feedback from the Comprehensive Program Review provided by RAPP members (if unsure, request the feedback form from your dean/manager). The Comprehensive Program Review feedback

The Comprehensive Program Review provides feedback on what expectations are needed to identify challenges to tackle specific strategic issues. This feedback can allow me to articulate more clearly on our goals and how we are addressing them. It also gives me permission to focus on a particular goal and do some brainstorming to identify solutions to the challenges the MLT program is facing.

2. Describe any changes or updates that have occurred since you last submitted program review (comprehensive program review [submissions](#))

The MLT program now has a FT faculty leading the program. The program is slowly getting revitalized as the FT faculty is going through tenure, learning the curriculum and De Anza mission/philosophy while also leading the day-to-day operations of the program with no staff support. Despite the challenges posed by the pandemic and short staffing, our open communication with current clinical laboratory managers has been a resounding success. We are finding more sites that see the value of our program and are willing to take on our students for externships – providing the hands on clinical experience they need to get the certificate and graduate from the program. This development reassures us that we can overcome any obstacle.

3. Provide a summary of the progress you have made on the goals identified in your last program review (as included in the comprehensive program review).

We have identified specific challenges in increasing student enrollment who want to be in our MLT Program, such as outreach, availability of clinical sites and the turn over of retiring and incoming instructors. As I continue communicating and dialoguing with the other laboratory and hospital managers to increase the intake of our students, we have a couple of laboratories increasing the intake of students annually. I plan to create an advertising/clinical recruiting flyer demonstrating our laboratory's newest and latest laboratory instruments/analyzers. This will give clinical sites who might not be currently taking students better guidance as to how we are up to date with our instruments/analyzers. This will make our students more attractive candidates and demonstrate that we teach our courses with the latest in laboratory analyzers/instrument models.

4. If your goals are changing, use this space to provide rational, or background information, for any new goals and resource requests that you'll be submitting that were not included in your last program review.

We continue to work on the goals previously listed. As a single FT faculty department that did not have a FT faculty for more than 3 years we are slowly getting back to pre-pandemic levels and hoping to exceed those in the near future.

5. Describe the impact to date of previously requested resources (personnel and instructional equipment) including both requests that were approved and were not approved. What impact have these resources had on your program/department/office and measures of student success or client satisfaction? What have you been able to and unable to accomplish due to resource requests that were approved or not approved?

We are very grateful to the support and funds we get from the CTE area through Perkins and Strong Workforce. These allow us to get the latest equipment so that our students are prepared and familiar with instrumentation when they go on their clinical externship. We appreciate the tutors that we can provide so that our students have the support they need in the classroom. We are grateful to the funds that allow us to purchase lab supplies the program could not continue with these resources.

We have had significant turnover of PT instructors as there have been several retirements. I am working on recruiting new faculty and TEAs to support our program and working to fill those gaps as we continue to recruit new PT instructors. Our Dean has been working with me by providing extra TEAs to help collaborate on tasks for our program and students. Our Dean has been proactive and understanding of these challenges, and some challenges continue to present themselves as we attempt to continue to grow as a department.

6. How have these resources (or lack of resources) specifically affected disproportionately impacted students/clients?

Despite the challenges, we remain committed to providing a high-quality education. The fruits of these can be seen by the number of students obtaining clinical externships and completing the program. We can all be proud of the program's resilience in the face of all the challenges of the past few years.

7. Refer back to your Comprehensive Program Review under the section titled Assessment Cycle as well as the SLO website (<https://www.deanza.edu/slo/>) for instructional programs. In the table below provide a brief summary of one learning outcome, the method of assessment used to assess the outcome, a summary of the assessment results, a reflection on the assessment results, and strategies your area has or plans to implement to improve student success and equity. If your area has not undergone an assessment cycle, please do so before completing the table below.

**Table 1. Reflection on Learning Outcomes (SLO, AUO, SSLO)**

Learning Outcome (SLO, AUO, SSLO)	<ul style="list-style-type: none"> <li>• Use proper technique and follow written laboratory procedures to perform Complete Blood Count (CBC) with differential and platelet estimate on a minimum of 2 normal blood samples.</li> </ul>
Method of Assessment of Learning Outcome (please elaborate)	Students conducted hands on experiments, recorded data both of which were verified in real time. Students were administered quizzes and exams to test their theory knowledge as well.
Summary of Assessment Results	The following was the breakdown of performance in the class: 72% of students showed an outstanding grasp of laboratory and lecture concepts (A), 21% showed a solid understanding of laboratory and lecture concepts (B) and 7% were not successful in completing the course
Reflection on Results	While a majority of the students performed very well, we do need to capture those who are not succeeding and see how we can better serve them. There is much work to continue to do.
Strategies Implemented or Plan to be Implemented (aka: enhancements)	We will use resources available such as De Anza Connect and look for more focused tutoring as well.

Done? Please email this form to your dean/manager.

#### 8. Dean Manager Comments:

The MLT program hired a FT faculty who started his tenure track position in Fall 2023. The faculty also serves as the director of this single FT faculty department. Alex Febo is learning the ropes of being an instructor, going through tenure process and also carrying out the tasks of the

director. He is doing a dynamic job in growing clinical partnerships with new clinical sites and in recruiting new PT faculty. The program was without a FT faculty/director since Spring 2018 and Alex is slowly revitalizing the program. We are extremely grateful to the CTE department for the resource and personnel support we receive through Perkins and SWF – we absolutely could not operate without this support.