

**Program Performance Review: Culmination Meeting Memo
African American Studies – B.A.**

The 2015-2016 Program Performance Review (PPR) process for African American – B.A. (AFAM) program concluded with a culmination meeting on February 17, 2017.

The following people attended the meeting: Anil Puri (Provost), Pamela Oliver (AVPAP), Sheryl Fontaine (Dean, HSS), Lynn Sargeant (Associate Dean, HSS), Stan Breckenridge (Chair), Natalie Graham (Faculty), and Su Swarat (Director of Assessment and Educational Effectiveness).

The Provost congratulated the program for successfully completing the PPR. The program was commended for the significant accomplishments it has made since the last PPR.

1. The Chair's leadership has empowered the stakeholders to build a strong curriculum, a culture responsive to students, and a remarkable collegiality.
 - The current Chair's leadership was highly commended. The Chair acknowledged the contribution by the multiple chairs the department has had in the past few years. He also acknowledged the Dean's office for its support.
 - The dean cited the support from other departments in the college – multiple colleagues from other departments stepped in to help with the Chair's position for AFAM. The value of the department is recognized and respected in the college.
2. All program faculty exhibit an excellent work ethic and work tirelessly to improve student success.
 - The Chair commended every faculty member for "going above and beyond" in all areas of responsibilities. The faculty are deeply committed to teaching, students, and the AFAM community.
 - The faculty member also commented that despite the multiple leadership changes, the faculty worked very hard to stabilize and grow the department, resulting in the department having a "bigger presence than its actual size".
3. Faculty are extremely accessible to students and create a welcoming atmosphere that provides a safe place to foster student-faculty relations.
 - The commitment to providing students with a safe and welcoming environment was emphasized by the faculty. The faculty recognize that the department is not only important to the AFAM community, but also symbolic to other students (e.g. LGBT) on campus as a safe space.
4. The faculty comprise a diverse set of skills, disciplines, and pedagogy with a remarkable amount of collaboration and synergy.
5. Department is committed to high quality, high impact pedagogy and curricular innovation.
 - Faculty are committed to revitalizing the curriculum and pedagogy. For example, Dr. Graham has developed four courses and revised several others. Unique courses addressing new directions of AFAM (e.g. AFAM food culture) have been added to expand the course offerings of the department.

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- The Dean commended the department for “strategically adding courses” by carefully examining complimentary and competing courses before determining what to add and when.
6. Department increased enrollments and created stability within the major and minor.
 - The Chair commented that the number of students who choose AFAM as their major or minor has increased over the last several years. The enrollment in various classes is also outstanding. He cited that classes offered on Fridays, Saturdays or evenings still achieve full enrollment.
 7. The newly developed assessment plan in 2014-15 is unusually well aligned with disciplinary values.
 - The Director of Assessment and Educational Effectiveness commended the department for developing and implementing a sound and sustainable assessment plan, despite the small size of the department.

The major recommendations and concerns raised through the PPR process were discussed. Suggestions on how to address them were provided:

1. Revise location within GE so that lower division AFAM courses are located in lower division GE requirement categories. And offer more AFAM GE courses.
 - The Associate Dean stated that currently AFAM107 is in the GE D5 category, but should be in the D1 category (“Introduction to social sciences”). This change needs to take place for students to get exposure to AFAM and thus consider it as a possible major early on.
 - The Chair is currently working on this change.
2. Department should continue its conversation with Asian American Studies and Chicano/a Studies as to the most appropriate relationship between the three Ethnic Studies departments/programs.
 - The Provost asked about collaboration among the ethnic studies departments. The Chair stated that monthly meetings between the three Chairs are now taking place. The Chairs work well together. The AFAM Chair also meets regularly with the Dean’s office.
3. Department should collaborate with the H&SS Marketing Specialist and the H&SS Student Success Team to develop marketing and advising strategies and materials that will increase the visibility of African American Studies to prospective and incoming students.
 - The Chair stated that efforts to increase the number of majors are showing impact. The department now has more majors than minors.

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- The Associate Dean stated that the HSS Student Success Team is working with the department to engage AFAM faculty in the NSO, as a way to introduce AFAM early to the students.
4. Build the faculty with at least two new hires and two replacements, with a least one hire at the associate level.
 - The Chair stated that since the CSUF AFAM department is the smallest in the region, the department would like three additional tenure or tenure-track faculty, and three additional full-time lecturers. The department's recruitment plan intends to accomplish this goal in three years.
 - The Chair also stated that a 3-3 course load should be advocated for the faculty.
 - The Provost informed the Chair that the university is currently preparing next year's tenure hiring plan. The university is committed to support the college's and department's needs.
 5. Increase visibility of the department by recognizing faculty and student accomplishments and department-led events through the website and support other ways of increasing the department's visibility in the communities surrounding.
 - The Provost inquired about the presence of AFAM in the local region. The Chair commented that the AFAM Vision for the Future funds, initiated by the Dean, has helped in increasing the impact of AFAM. Following the Dean's recommendation to increase "marketing", the department website has been improved, and its visibility has increased over 100%.
 - The faculty also constantly seek ways to enhance the visibility of AFAM. They meet monthly to discuss issues such as how to help students understand the AFAM offerings and connections to career opportunities.
 6. Increase departmental budget to support faculty/student events and faculty travel.
 - The Chair requested more financial support to sustain the innovative activities the faculty are doing or want to do. The support from the college is not enough. Specifically, the department would like more funds for professional development, student engagement, and community outreach. For example, the faculty currently bring speakers to campus events, which engage both students and community members. The partnership between faculty and the speakers cannot be sustained by relationship building alone – more funds are needed to sustain it.
 - The Associate Dean added that the department integrates high impact practices into curricular and co-curricular activities, and in the process, also serves students from other departments. While the faculty are committed to all students, this adds extra burden to the department.

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- The Chair requested scholarships to attract students to join the AFAM program at CSUF. The Provost encouraged the department to reach out to the enrollment management unit under Student Affairs to address specific recruitment needs.
- The AVPAP encouraged the department to think creatively about financial support. The Dean concurred by stating that funding cannot rely on FTES alone, and the college is seeking solutions to ensure funding equity by establishing a college budget committee.

The Provost concluded the meeting by commending the contribution by the AFAM faculty to the students, the university, and the local community. The Dean stated that AFAM is now “the poster child” for HSS, setting an excellent example as a department that “faces inward and outward at the same time”.