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COMPLETE

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First Name: Tonie
Last Name: Campbell
Email: anthony.campbell@gcccd.edu
Custom Data: Athletics
IP Address: 160.227.129.229

Page 1: I. Program Overview and Update

Q1

1. Department(s) Reviewed:

Athletics - Athletics, Kinesiology and Health Education (AKHE)

Q2

2. Lead Author:

Anthony 'Tonie' Campbell

Q3

3. Collaborator(s) - list of any person that participated in the preparation of this report:

Corina Trevino, Robert Wojtkowski

Q4

4. Dean/Manager(s):

Anthony 'Tonie' Campbell

Q5

5. Initial Collaboration Date with Manager/Dean:

Enter the initial date you met **11/30/2023**
 with your dean to discuss
 your program review using
 this format: MM/DD/YYYY

Q6

6. Program Update (Required): Please summarize the changes, additions, and achievements that have occurred in your program since the last program review. You can access 2022 program reviews on the program review webpage.

The author of this Instructional Program Review Annual Update was unable to locate a current program review nor annual update within the period of five years. However, we were able to locate an annual review for the period of 2014 that addresses concerns and recommendations set forth in 2008.

For the purposes of this Annual Instructional Program Review, the 2014 document shall serve as reference and when applicable, the 2008 original recommendations shall be cited for purposes of reporting the current progress and or lack of progress.

Found within the 2014 document, there are seven Standards (2-8) that addressed areas of concern for the department. In this document, I will address each area as to the status of these recommendations and add additional recommendations/action steps as needed.

Standard Two – Constitution Compliance

The 2014 Recommendation found that there was sufficient need to establish a consistent meeting scheduled that included all department personnel. Within the 2014 response summarized that this recommendation had been met. In 2023, this recommendation continues to be met. Monthly Athletics meetings are announced and scheduled for every third Thursday of the month. These one-hour meetings have recurring agenda topics and timeslots. However, a 'Call for Agenda Items' is broadcast and accepted agenda items are added to the programs as needed.

Actions – 1.) Increase attendance at meetings. Currently they are hybrid.

2.) Improve personnel at meetings. In Spring 2024, Student-Athletes Representatives will be included of the invitees.

Standard Three – Eligibility Process

In the 2014 Athletics Instructional Program Review Annual Update identified what was termed a 'glaring issue' noting that the lack of an athletic secretary position hampered the department's ability to function and or operate with efficiency. Additionally, it was noted that the need of an eligibility technician was also needed.

The 2014 response notes the college/district assigned an interim secretary staff member to the athletic department in August 2014-2016. This position was codified to a permanent full-time status in 2016. In regard to the Eligibility Technician, the position was approved for hire but would only be a 50% plus benefits with opportunity to grow to a full-time status.

Currently, the fore mentioned position, Athletics Operation Specialist, that person was moved to the Administrative Assistant III position. The Athletics Operation Specialist position was defunded. Regarding the Eligibility Technician, in 2023 the position was filled as agreed.

Currently, we find glaring error in the elimination of the athletics secretary (Athletics Operation Specialist) position. The deletion of this position has created undue workload that has been deemed 'out of class' for the Admin. III position and created a workload that is far greater than one person can handle in addition to the other duties as assigned.

The current Eligibility Technician status of 50% is marginally satisfactory. However, with the forecasted increase in athlete populations and the increase in documentation needed, Cuyamaca Athletics shall need a 100% Eligibility Technician in the near future.

Actions – 1.) Fund, support, and re-establish Athletics Operation Specialist.

2.) Expand the Eligibility Technician position to 100% plus benefits.

Standard Four – Staffing

The 2014 Recommendations found a need for a head women's coach when the Exercise Science position was ranked and supported by the Faculty Hiring Prioritization Committee. In 2014, they coach and team was identified as potentially a Head Coach position for the Women's Basketball team would be the likely choice. However, the response of actively seeking a women's sports head coach member commenced but was stalled by the onset of the Corona virus pandemic in 2020.

In 2023, Cuyamaca College proceeded with the hiring of a full-time faculty member women's volleyball coach. The addition of this faculty position increased our full-time Exercise Science faculty members to three, two which are active coaches.

Actions - 1.) Evaluate future departmental needs that support addition of full-time faculty/coach.

2.) Increase equity in representation of under-represented gender coaches.

Additionally, the 2014 Recommendation found a need for coaches and athletes to have the support staff available to assist in daily

operation of their particular sport related to facilities, fields and equipment. The response was the College/District approved a full-time Athletics Facilities Technician.

In 2023, the Athletics Facilities Technician position continues but has experienced a high turn-over due to low compensation and increased opportunities with higher wages at competing colleges and organizations.

- Actions - 1.) Establish a competitive compensation package for the position of Athletics Facilities Technician.
2.) Create a supportive environment that allows and affords student helpers.

Standard Five – Education Planning and Matriculation

The 2014 Recommendations sought a full-time Athletics Counselor that would additionally be housed in the athletics building for better availability to the student-athlete population.

In 2023, this recommendation was filled with an Athletics Counselor. However, the hire has fallen short of the goal of having a full-time counselor and having that person housed in the athletics building.

- Actions - 1.) Locate an Athletics Counselor that is 100% assigned to athletics.
2.) Allow for evaluation of Athletics Counselor by Dean of Athletics.
3.) Permanently house the Athletics Counselor in the Athletics building.
4.) Train or appoint an Athletics Counselor that is skilled in Athletics, 3C2A requirements and sports season requirements.

Standard Six - Citizenship

In 2014 a formal orientation attended by all student athletes and coaches at the beginning of the fall semester was recommended. This recommendation was implemented as a required annual formal orientation for student athletes and coaches at the beginning of the fall semester took place.

An additional recommendation was the need for an updated Cuyamaca College Student Athlete Handbook which is annually or as needed updated with the most current information.

Currently, in 2023, we have continued with this recommendation and conduct a fall student-athlete orientation in conjunction with Cuyamaca Outreach in what we have termed "Coyote Cookout". However, many of our spring student-athletes may miss the opportunity for information and fellowship. Additionally, many spring athletes may not have been identified and would also not be available for coaches to communicate the fall event.

- Action - 1.) Create a spring intercollegiate athletics 'Coyote Cookout'.
2.) Update the current Cuyamaca College Student Handbook.

Standard Seven – Gender Equity

The 2014 Recommendations for Cuyamaca College Athletics found an urgent need to house, service, store athletic equipment and gear for both gender sports programs.

The response for the recommendation for adequate facilities and storage have not been met for either gender. Cuyamaca College lack of locker rooms, team rooms highlights safety concerns for visiting teams and multiple teams competing in the same season of sport. In regard to Gender Equity of sport representation, currently Cuyamaca College continues to fail in parity to have equal opportunities for both genders in intercollegiate sports. Additionally, Cuyamaca currently falls short in equal representation of athletic coaching staff.

- Actions – 1.) Establishment of team rooms that can house multiple team of various sizes and the general public courses.
2.) Continue to hire under-represented gender coaches and staff.
3.) Develop Intercollegiate athletic opportunities for under-represented gender group.

Standard Eight – Accounting Procedures

In 2014 the recommendations to establish individual sport program accounts was created. These accounts have streamlined the accounting process with great satisfaction. In addition to this recommendation, in 2014, the College/District also established a universal assistant coaches pay process which was competitive with the standard of the Pacific Coast Athletic Conference. However, in 2023, while the accounting process continues with much success, the assistant coaches stipend amounts have fallen out of concert with the Pacific Coast Athletic Conference standard.

- Actions - 1.) Increase the assistant coach season stipend to Pacific Coast Athletic Conference standards.
2.) Evaluate and adjust both head coach's and assistant coach's stipends, inclusive of a Cost of living adjustment (COLA) increases per annum.
3.) Establish a monthly payment for coaching stipend.

Page 2: II. Assessment and Student Achievement

Q7

7. Did your program complete and submit SLO assessment in the last year? If you are unsure, check the most recent updates on your program's SLO Assessment Updates.

No: Please describe the department's plan to update them:
The SLO Assessment updates of all courses associated with Intercollegiate sports activities are not current. While many have been completed, there are section of several and others that are due for total revision/updates. These updates shall be accomplished by Fall 2024.

Q8

7a. Which SLOs did you assess in the last year? If you did not assess in the last year, please share why, including whether your program is experiencing barriers to assessment or data submission, and/or if your program would benefit from outcomes and assessment support.

There are several sections that have update in part or whole their SLO's within the previous calendar year. The sections are listed as:

ES 206 Intercollegiate Basketball - Not updated

ES 209 Intercollegiate Cross-Country - Partially updated. SLO 1 not updated. SLO 2-5 updated FA 2022

ES 213 Intercollegiate Golf - Not updated. SLO1-2 not updated. SLO 3-5 updated FA 2022

ES 224 Intercollegiate Tennis - Not updated

ES 227 Intercollegiate Track - Not updated

ES 230 Intercollegiate Volleyball - Updated FA 2022

ES 218 Intercollegiate Soccer - Partially updated

Q9

8. Please share any outcomes assessment projects your program has worked on in the last year, including SLOs on Canvas, PLOs by ACP, Equitable Assessment Strategies (innovative collective/common assessments, project-based, work-based learning, student-centered, etc.), or other.

Instructors have been tasked to bring all course sections up to date inclusive of the most current information and or literature in order to update Canvas shells and SLO's'

Q10

Respondent skipped this question

OPTIONAL: You may upload a copy of any assessment-related documents here. If you have an Excel sheet, please convert it to one of the supported files listed below before submission.

Page 3: II. Assessment and Student Achievement

Q11

9. Please discuss any equity gaps in access or success

The administration is currently in the process of creating more access for the underrepresented gender. Currently, our Title IX reporting shows that we had 26.83% representation of the underrepresented gender (women) on all intercollegiate teams. However, success rates are comparable between the genders.

Q12

10. What action will the department or discipline take to address these equity gaps? If equity gaps have been reduced or eliminated, please share what the program did to achieve this. If equity gaps still exist, consider the specific steps your department will take to address equity gaps.

The administration is committed to increase opportunities for the underrepresented gender. Each coach has been tasked with increasing their roster sizes and incorporating more aggressive recruiting strategies to meet this goal. Additionally, an attempt to bring back the women's soccer team from furlough was unsuccessful for multiple reasons. We have since hired a coaching staff and will give them every opportunity to be successful in their recruitment of student-athletes.

Q13

11. How has this data impacted the goals set in your previous comprehensive program review?

The division expectations and new program directives regarding increased recruitment and athletic rosters has impacted the gender gap but only slightly. Women's volleyball and women's cross-country have made significant strides in this area. However, women's basketball has receded. As a result of this, the women's basketball team numbers have declined. It has been decided to do a 'hard reset' on the program and look for new leadership. As for the season of play, they will by-pass the current season and not contest any games.

Q14

12. Please describe the most significant or impactful ways your program worked across the college to advance the college's vision of equity, excellence and social justice through education over the past year.

The athletic department under new leadership, has taken an active role in bringing the entire coaching and administrative staff in compliance with all 3C2A rules and regulations. Further to this point, the department has conducted an audit of pass practices and made several accounting procedural changes.

Further to this point, the athletic department has rebranded and secured its identity in its logo and created an 'Athletic Vision Statement' that directly addresses the role of the department and how to achieve excellence. A 'High Performance Plan' has also been instituted that will partner with outside groups and sports performance partners on-campus to achieve athletic excellence in addition to academic excellence.

Within the High Performance Plan, the partnership with Cuyamaca Athletic Counseling, Tutoring, mental health and wellness, and athletic training will aid in achieving excellence on the field of play.

The athletic administration has actively sought to hire individuals from various social, economic, cultural and religious backgrounds. Additionally, the department has advertised and sought to place individuals of different race and gender in positions of leadership for our student-athletes to recognize that individuals like 'themselves' are in places of leadership and available for them.

Q15

13. What challenges is your program still experiencing due to the disruption of operations caused by the pandemic and the need to offer services in various modalities?

The pandemic hit athletics particularly hard. Teams lost seasons of play and at the high school level, that lost year of athletes, some completely dropped out of sports which has directly affected the most recent recruiting classes of athletes. The low number of transferring students transitioning to the community college athletic programs has been depleted. However, data has shown that this is an anomaly and participation at the high school level has begun to increase.

Additional effects of the pandemic have been the ratio of student in general willing to attend courses in person. This reluctance directly effects our intercollegiate sports program's enrollment. However, with the gradual change in course offerings shifting from dominate online to face-to-face courses, we shall see an equal shift in student taking courses on campus and scheduling their courses to include intercollegiate sports.

Q16

Respondent skipped this question

OPTIONAL: Please upload any documentation you would like to include as part of your responses to this section of the program review.

Page 4: II. Assessment and Student Achievement continued

Q17

No

11. Does your department offer classes that are approved distance education courses?

Page 5: DE Course Success Rates

Q18

Respondent skipped this question

12. If there were differences in success rates for distance education (online) versus in-person sections of program courses in your last comprehensive program review, what has the department done to address these disparities? If online and in-person sections had comparable success rates, please describe what the program did to achieve that.

Page 6: III. Previous Goals: Update

Q19

Previous Goal 1:

The author has not found a list of goals prior to 2020. However, In SP2020 annual update the following goal was listed.

Athletic Pathways – All of the steps listed will provide a broad-based approach to support the student-athletes. This Athletic pathway has three components: athletic skill instruction from coaches, eligibility guidance with university articulation, and sound academic planning. This process begins with recruitment and ends upon transfer. Student-athletes must align their academic progress with the institutions that they are targeting for transfer. Following a 1-, 2- or 3-year academic plan has consequences in terms of eligibility at NCAA level institutions. It is imperative that incoming student-athletes receive informed guidance in all three components to ensure they are on the correct path.

Q20

In Progress - will carry this goal forward into next year

Previous Goal 1:

Page 7: III. Previous Goals: Update continued

Q21

Respondent skipped this question

Please describe the results or explain the reason for deletion/completion of the goal:

Q22

Respondent skipped this question

Do you have another goal to update?

Page 8: III. Previous Goals: Update continued

Q23

Increase equitable access (enrollment)

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support?
(Check only one)

Q24

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

The Athletic Administration in conjunction with the Athletic Counselor will mentor and assist all coaching staff to degree transfer strategies and how the new CSU and UC re-organization (CALGETC) will effect student-athletes and their course selection. Additionally, this updated information will give coaches the latest information with recruiting students and the advantages of attending a community college.

Q25

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

New classified position,
Technology,
Facilities renovation,
Supplies, equipment, and/or furniture

Q26**Yes**

Do you have another goal to update?

Page 9: III. Previous Goals: Update continued

Q27

1. Previous Goal 2:

The author was unable to locate additional goals or submission prior to 2021. The most recent goal noted in SP2020 is listed as:

Enhance the quality of academic support services for the student-athletes. Student-athletes have been referred to as “double at-risk” students. They are required to be full-time students, practice 10- 15 hours per week, attend at least one competition per week, deal with the stress of a college student with the additional stress associated with competition, and are required to meet academic progress timelines or lose out on potential scholarships. Having a competent Athletic Counselor with availability within the Athletic Department is crucial for success.

Q28**In Progress-will carry this goal forward into next year**

3. Goal Status

Page 10: III. Previous Goals: Update continued

Q29**Respondent skipped this question**

Please describe the results or explain the reason for deletion/completion of the goal:

Q30**Respondent skipped this question**

Do you have another goal to update?

Page 11: III. Previous Goals: Update (If Applicable) continued

Q31**Eliminate equity gaps in course success (passing grade in class)**

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support?
(Check only one)

Q32

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

The hiring of a full-time Athletic Counselor has been achieved. However, the current position needs clarification and instruction in collaboration with the Dean of Counseling. In its current format, the addition of the Athletic Counselor and or individual has not been impactful as hoped for our student-athletes and coaches. Much frustration and confusion has resulted in the current situation and needs immediate remedy.

Q33

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

New faculty position,

Other, please specify::

Discussion as to the direct supervision of the Athletic Counselor, hours of service, location, and or evaluation

Q34

No

Do you have another goal to update?

Page 12: III. Previous Goals: Update continued

Q35

Respondent skipped this question

1. Previous Goal 3:

Q36

Respondent skipped this question

3. Goal Status

Page 13: III. Previous Goals: Update continued

Q37

Respondent skipped this question

Please describe the results or explain the reason for deletion/completion of the goal:

Q38

Respondent skipped this question

Do you have another goal to update?

Page 14: III. Previous Goals: Update continued

Q39

Respondent skipped this question

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support?
(Check only one)

Q40

Respondent skipped this question

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Q41

Respondent skipped this question

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q42

Respondent skipped this question

Do you have another goal to update?

Page 15: III. Previous Goals: Update continued

Q43

Respondent skipped this question

1. Previous Goal 4:

Q44

Respondent skipped this question

3. Goal Status

Page 16: III. Previous Goals: Update continued

Q45

Respondent skipped this question

Please describe the results or explain the reason for deletion/completion of the goal:

Page 17: III. Previous Goals: Update continued

Q46

Respondent skipped this question

Link to College Strategic Goal - Which College Strategic Goal does this department goal most directly support?
(Check only one)

Q47

Respondent skipped this question

Action Steps for the Next Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new laptop computers).

Q48

Respondent skipped this question

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Page 18: IV. New Goals

Q49

Yes

Would you like to propose any new goal(s)?

Page 19: IV. New Goals continued

Q50

1. New Goal 1:

Currently the most glaring issue is to replace the Athletic Operations Specialist position which is vital in the functioning of the athletic department. This additional position represents best practices with regards to supporting student-athletes and their experience at Cuyamaca College. Although the coaches at Cuyamaca College received strong commendations throughout our program review, the reality is that many of them are being forced to do work in areas that should be covered by department support staff, thus taking their energy away from their primary job. Replacing the Athletic Operations Specialist should be a primary focus for Cuyamaca College.

Q51

Increase equitable access (enrollment)

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q52

3. Please describe how this goal advances the college strategic goal identified above.

As mentioned, the additional work assigned to the coaching staff only takes away from recruitment opportunities and or development of the student-athlete. With the addition of the Athletic Department 'High Performance Plan', coaches will need greater flexibility in their duties to attend to the athletic development of the athlete and the team.

The needed paperwork, scheduling, accounting needed should be centralized and audited by staff and not coaches. By funding the Athletic Operations Specialist position, the current staff will operate more efficiently and enable the coaching staff to increase their rosters, and with that, the additional time to work with those students.

Q53

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

The reduction of tasked placed on coaching staff serves to increase opportunities to increase their availability in developing the student-athlete and increasing enrollment. By increasing time, student performance excellence will be the end result.

Q54

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Submit Classified hiring request for a Athletics Operations Specialist.

Q55

6. How will this goal be evaluated?

The goal will be evaluated in productivity of the department and the reduction of over-time hours accumulated by current staff. Additionally, job satisfaction and retention of staff will be indirectly positively effected by this staffing addition.

Q56

New classified position

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q57

Yes

Do you have another New Goal?

Page 20: IV. New Goals continued

Q58

1. New Goal 2:

A formal orientation attended by all student athletes and coaches at the beginning of fall semester should be required. Student athletes should be provided an athletic department handbook which will outline citizenship and social responsibilities of athletes.
Said handbook should be available in hardcopy format and/or on the college web page.

Q59

Increase equitable access (enrollment)

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q60

3. Please describe how this goal advances the college strategic goal(s) identified above.

The Athletic Department shall strive to create an inclusive and professional environment for students to learn and leave with a positive experience. Creating orientations and corresponding literature will ensure that the student athlete will recognize the professionalism of the intercollegiate department and or focus on student-athlete excellence.

Q61

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

This goal was created through analysis of athlete success and retention. Additionally, lapse in following 3C2A rules and bylaws have affected the success of our teams and ability to continue to progress. Having an orientation will educate all student-athletes as to the expectations of the teams, department administration and college.

Q62

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Additional printing resources and funding for student-athlete orientations.

Q63

6. How will this goal be evaluated?

The goal shall be evaluated by the success of the team and the lack of 3C2A infractions incurred.

Q64**Supplies, equipment, and/or furniture**

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q65**Yes**

Do you have another New Goal?

Page 21: IV. New Goals continued

Q66

1. New Goal 3:

Increase underrepresented gender athletic opportunities and intercollegiate sports programs.

Q67**Increase equitable access (enrollment)**

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q68

3. Please describe how this goal advances the college strategic goal(s) identified above.

The athletic department and specifically women's intercollegiate sports programs currently lag behind male athletes in numbers represented. The addition of new sports programs as intercollegiate sports and or club sports will afford time to continue to build towards parity in gender representation.

Q69

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

This goal has been highlighted upon looking at the enrollment data gathered for the Title IX and EADA reports.

Q70

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Increased recruitment by women's intercollegiate sport team coaches. Development of successful recruitment strategies and development of sports partnerships with local sports groups and high school teams. Additionally, evaluation of the current staffing and their effectiveness in recruitment, retention and student satisfaction.

Q71

6. How will this goal be evaluated?

Enrollment data will be the key indicator to the progress of this goal.

Q72**Respondent skipped this question**

What resources, if any, are needed to achieve this goal?
Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Q73**No**

Do you have another New Goal?

Q74 Respondent skipped this question

1. New Goal 4:

Q75 Respondent skipped this question

2. Which College Strategic Goal does this department goal most directly support? (Check only one)

Q76 Respondent skipped this question

3. Please describe how this goal advances the college strategic goal(s) identified above.

Q77 Respondent skipped this question

4. Please indicate how this goal was informed by SLO (student learning outcomes) assessment results, PLO (program learning outcomes) assessment results, student achievement data, or other qualitative or quantitative data (from any source):

Q78 Respondent skipped this question

5. Action Steps for this Year: If you are requesting resources in order to achieve this goal, please list them below as action steps and specify the type of request (e.g., submit technology request for new computer hardware).

Q79 Respondent skipped this question

6. How will this goal be evaluated?

Q80 Respondent skipped this question

What resources, if any, are needed to achieve this goal? Please select all that apply. Links to request forms are included below. All resource requests are due on the program review deadline.

Page 24: Final Check

Q81 I am ready to submit my program review

Are you ready to submit your program review? If you would like to go back and review a section, select a section a click "Next."
