

De Anza College

Program Review – Annual Update Form – Fall 2025

- 1. Department/Area Name
Medical Laboratory Technology
- 2. Name of individual(s) completing the form:

Alex Febo

- 3. Briefly describe how your area has used the feedback from the Comprehensive Program Review and Annual Program Review Update provided by RAPP members over the past two years (if unsure, request the feedback form from your dean/manager).

The Comprehensive Program Review and APRU requested specific information on specific strategies that would be used to maintain success levels in the program. Through our incorporation of Media labs an online program that simulates lab experiences students are able to practice and gain exposure to real-life laboratory situations and practice their skills to perfection. We are able to provide this service to students through funding obtained through Perkins and strong workforce. We are also using in class tutors through the hiring of TEAs you can assist students in the classroom. Faculty are also encouraged to attend the annual CLEC conference, the one-of-a-kind National conference for teaching in laboratory science..

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

We are growing our clinical partners sites for student externship opportunities eg. ASCEND in Sunnyvale,. Through these partnerships we have also been able to form pipelines for donation of clinical supplies for students to use in the lab sessions. One such partner is Bay Area PLS. We have also acquired a state of the art equipment – Cellavision that allows our students to practice their clinical lab skills.

- 5. Provide a summary of the progress you have made on the goals (i.e., OKRs for Student Services) identified in your last program review (as included in the comprehensive program review or annual program review update).

Goal title	Goal description	Responsible parties	Collaboration with....	What evidence have you used to	How have you assessed your goal?	What changes have been made based

				monitor progress?		on the assessment?
Increasing student enrollment and success	Efforts to include outreach to attract more students, retaining students once we get them, helping them to succeed and finding clinical sites that will train our students through externships	Faculty, Director, BHES counselor, Dean and TEAsf	CTE, outreach office, guided pathways and villages	Enrollment reports, program review data sheets	Monitored waitlists, reviewed program review data sheets and enrollment in courses	Continued to actively recruit clinical sites for externship, improve lab access

6. If your goals (i.e., OKRs for Student Services) are changing or you are adding a new goal(s), please include them below. If new goals require resources, please list requested resources that were not included in your last program review.

Goal title	Goal description	Responsible parties	Collaboration with....	What evidence will you use to monitor progress?	How will you assess achievement of the goal?

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

With the turnover of PT faculty as they move on or retire it has been challenging to find replacement personnel. Our Dean has been working with me by providing extra Teacher Assistants to help collaborate on some of my duties and 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 replace those instructors. The resources we have been able to procure have made the lab experience very beneficial for the students.

8. How have these resources (or lack of resources) specifically affected disproportionately impacted students/clients? If you have not requested or received resources, still describe how your area has been able to serve disproportionately impacted students/clients.

Many of the resources we have obtained such as Medialabs access allow students to continue to practice virtually, outside the classroom. This allows the students to get as much experience as possible. We also connect students to resources they might need such as tutors.

9. Refer back to your Comprehensive Program Review and Annual Program Review Update from the past two years under the section titled Assessment Cycle or the SLO website (<https://www.deanza.edu/slo/>). 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)	Perform routine urinalysis on a minimum of 2 normal urine samples with 100% accuracy to include both physical and chemical analysis.
Method of Assessment of Learning Outcome (please elaborate)	The classroom activities, take home assignments, quizzes, exams addressing laboratory diagnostics techniques to deal with case scenarios.
Summary of Assessment Results	Hands on labs as well as online skills labs improve students' outcomes in understanding our course materials. The learning skills lab, which is [description of the learning skills lab], gives our students another form of learning skills and tactics, and they get another viewpoint on understanding the materials.

Reflection on Results	We continue to provide these skills labs and see the benefits of developing our students' proficiencies and technical practice at a higher level.
Strategies Implemented or Plan to be Implemented (aka: enhancements)	<p>We plan to use our new laboratory instrument to enhance the technical skills and learning experience for your student.</p> <p>We are planning to purchase new instruments that will collaborate with our current laboratory instruments and enhance our learning technics as comparison studies. This type of learning skills will improve our students responsibility and accountability for the real life situation in the laboratory industry.</p>

Please email this form to your dean/manager.

10. Dean Manager Comments:

The MLT department, under the leadership of Alex Febo, is still growing and trying to regain the presence it had pre-pandemic. Alex engages with community labs and get the students opportunities to extern and gain practice, but his duties are multifaceted. The reputation of the caliber of graduates De Anza produces has the clinical laboratories reaching out to us to train Medical Laboratory Technology students on the job in the form of more externship opportunities. The programs goal is to provide students with a robust training experience on the latest state of the art equipment so that they can be successful in the clinical setting.

The department would benefit from another FT faculty to take on some of the work of recruitment, tracking students, outreach to both prospective students and clinical sites, curriculum work, accreditation and advisory board meetings and so much more in running a CTE program.

I am looking forward to continuing to support the Alex and the program in the years to come.

11. Vice President/Associate Vice President Comments:

The Medical Laboratory Technology program continues to demonstrate strong workforce alignment, hands-on instructional quality, and growing regional impact. Expansion of clinical partnerships and externship sites has strengthened student access to real-world training while also creating pipelines for donated clinical supplies and state-of-the-art equipment. The integration of MediaLab simulations, new laboratory instrumentation, and classroom teaching assistants has enhanced student skill development and technical proficiency. The program's strong reputation continues to attract employer interest and clinical partners. However, the program's scale and complexity exceed the capacity of a single full-time faculty member.

Additional full-time faculty support is essential to sustain growth, strengthen recruitment and outreach, and maintain accreditation and curriculum quality.