

Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS

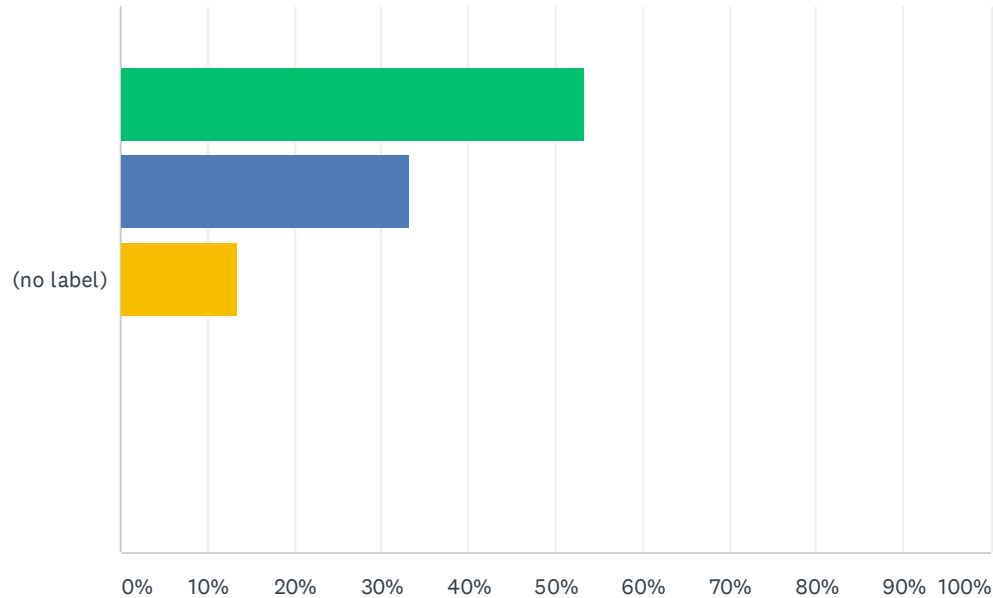
Highly Developed: Exhibits ongoing and systematic evidence of goal achievement.

Developed: Exhibits evidence of goal achievement.

Emerging: Exhibits some evidence that some goals have been achieved.

Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 15 Skipped: 0



■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.33%	33.33%	13.33%	0.00%	0.00%		
	8	5	2	0	0	15	3.40

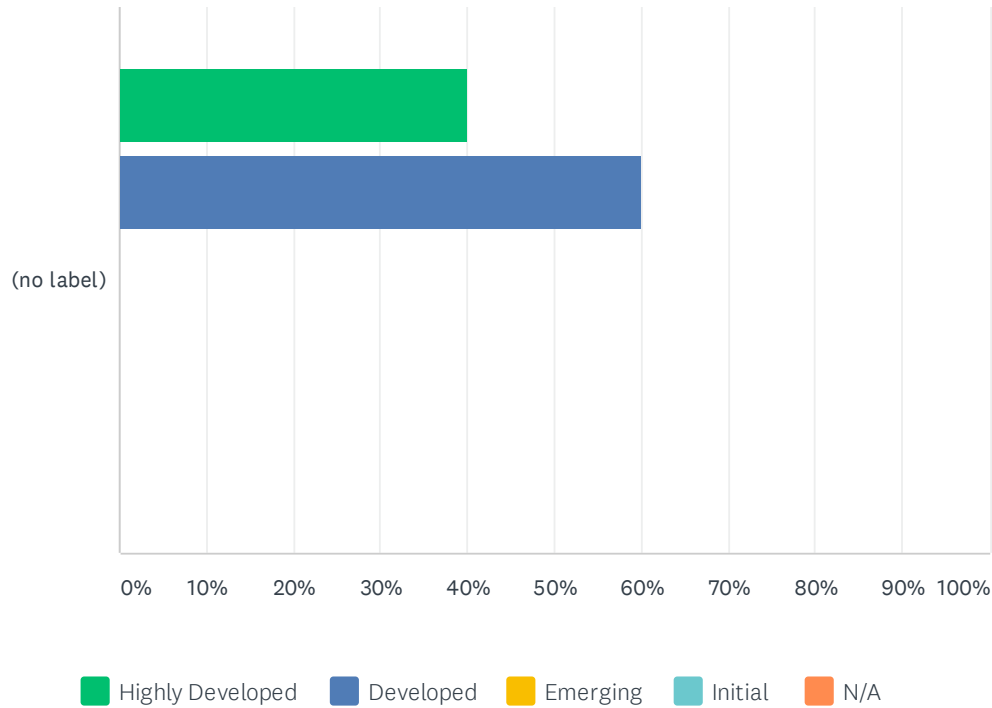
Instructional Program Review - Accounting

#	COMMENTS/FEEDBACK:	DATE
1	Many of the goals listed will always be a "work in progress". Perhaps defining some goals that are "stepping stones", would be helpful.	1/17/2020 4:13 PM
2	Goal, plan, and progress well laid out	1/17/2020 4:08 PM
3	Lack of staffing is prohibiting Accounting from reaching certain goals. Is there a reason we do not have staff?	1/17/2020 12:05 PM
4	Significant evidence of meeting your students' needs, no matter what they are or where your students are coming from.	1/15/2020 11:52 AM
5	While not all goals have been reached (and many have), there is ample evidence of continual striving towards them and changing goals as necessary to meet student needs.	1/15/2020 10:31 AM
6	Some goals are slated to begin 2020-21 (Goal #1, 2). Great progress on Goal #3 - has the work completed resulted in increased retention as hoped for? Limited progress in Goal #4, As noted in the report, all the goals are a "work in progress".	1/8/2020 4:11 PM
7	Good expansion of access of courses for students in a wide variety of formats, and to students in High School, college, military, and Lake view. Good expanded use of technology to provide feedback to students, including being available by phone text.	12/16/2019 2:22 PM
8	Looks like some more goals will be in order. Nice work	12/13/2019 3:34 PM

Q2 LABOR MARKET PROJECTION Highly Developed: Thoroughly explains projected market demand and potential effects on program; presents highly developed plan to address projection. Developed: Explains projected market demand and discusses several possible actions to address projection. Emerging: Minimally explains projected market demand and lists one or two actions to address projection. Initial: Presents labor market demand without analysis/explanation and fails to list possible actions to address projection.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	40.00%	60.00%	0.00%	0.00%	0.00%	15	3.40
	6	9	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The review document shows that a lot of research has been done, with both the local and national labor market.	1/17/2020 4:13 PM
2	Thorough research.	1/17/2020 4:08 PM
3	The wage range graphic was a nice layout and easy to read, as well as the projection.	1/17/2020 12:05 PM
4	There is a visible demand for students who complete this program	1/17/2020 8:30 AM
5	Shows a continual need for the program with above-average salaries for the area, the only problem seems to be generating sufficient student interest in the program to meet employer demand.	1/15/2020 11:52 AM
6	There is a small item listed in this section that mentions the difficulty of obtaining faculty in this area as the private sector demand is so high and the current Lead anticipates retiring.	1/15/2020 11:45 AM
7	With CPA demand on the rise, this program has room for growth but appears to be filling community needs at its current rate.	1/15/2020 11:30 AM
8	As noted throughout the report, recruiting qualified personnel to meet labor market projections, will be essential.	1/8/2020 4:11 PM
9	Program learning outcomes and catalog have been updated, and Labor information looks very promising for industry wages.	12/16/2019 2:22 PM
10	Look strong	12/13/2019 3:34 PM

Q3 RESOURCES: PROFESSIONAL DEVELOPMENT

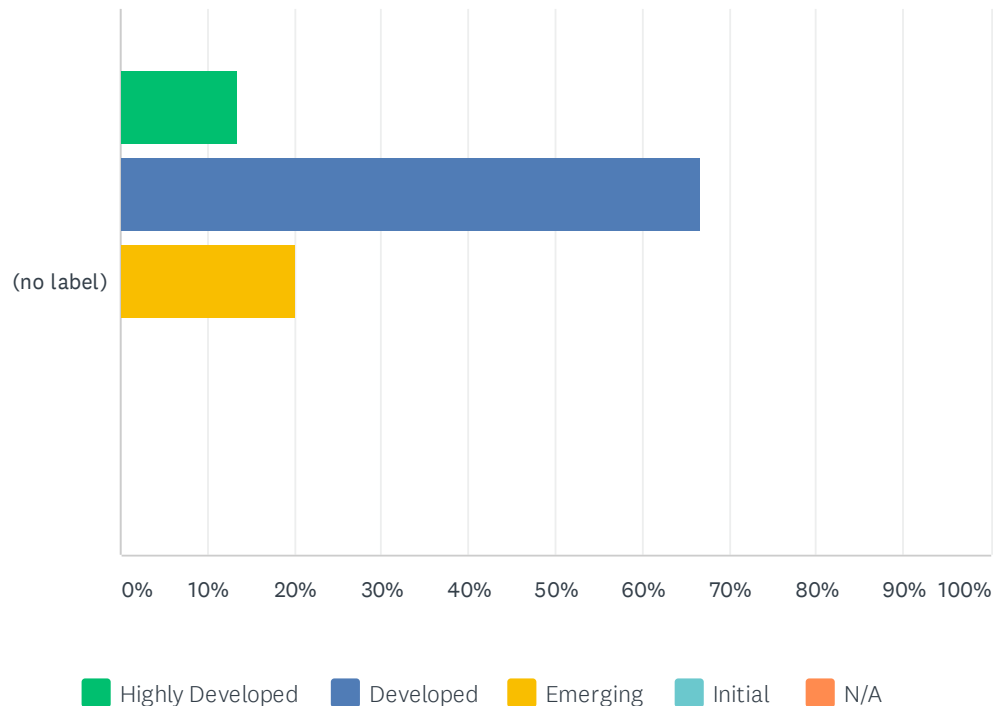
Highly Developed: Exhibits ongoing and systematic support of professional development opportunities.

Developed: Exhibits support of regular professional development opportunities.

Emerging: Evidence of intermittent

professional development opportunities. Initial: Minimal evidence of professional development opportunities.

Answered: 15 Skipped: 0



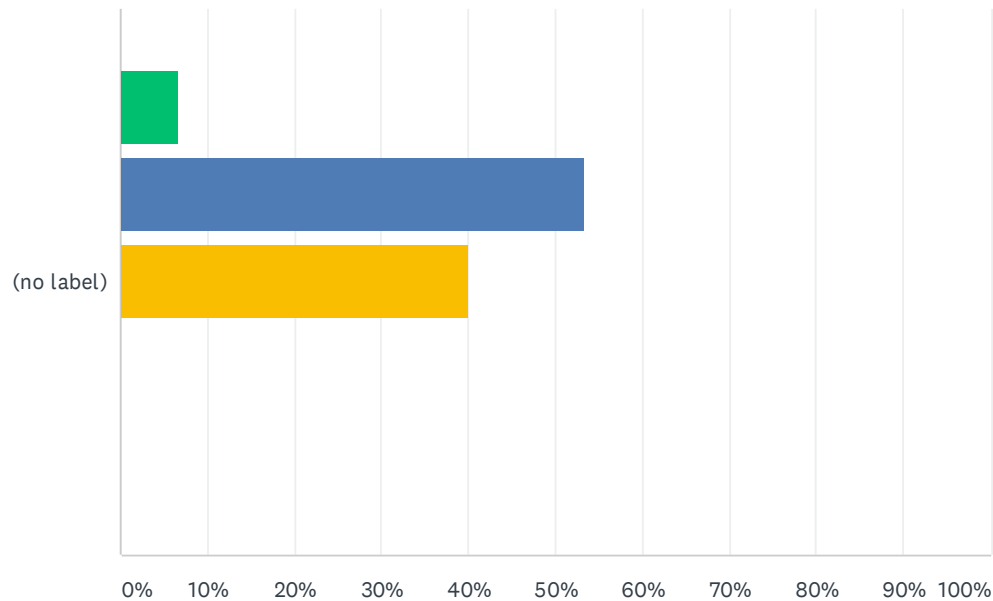
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	66.67%	20.00%	0.00%	0.00%	15	2.93
	2	10	3	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Is planning for succession and added instructor.	1/17/2020 4:08 PM
2	Lack of staffing (and possible retirement of the lead) has limited the department from being able to fully complete professional development. However, there are online resources (Canvas Faculty courses and 20-minute mentor) that may help provide professional development that is easily accessible.	1/17/2020 12:05 PM
3	The hidden challenge in professional development is lack of other faculty to train. This very important program relies entirely on one person.	1/15/2020 11:45 AM
4	Professional development activities for Program Lead are robust (although a mention of her doctoral preparation is missing). Have the adjunct/other faculty engaged in professional development activities?	1/8/2020 4:11 PM
5	Limited qualified faculty numbers, and department is losing Ann Strunk soon.	12/16/2019 2:22 PM
6	Like the PD done by the lead, maybe have a plan for future also	12/13/2019 3:34 PM

Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDS
 Highly Developed: Employs a sufficient number of highly qualified faculty to meet instructional needs.
 Developed: Employs an adequate number of qualified faculty to meet instructional needs.
 Emerging: Has a plan to employ an

adequate number of qualified faculty to meet instructional needs. Initial:
Faculty numbers and/or qualifications are insufficient to meet instructional
needs.

Answered: 15 Skipped: 0



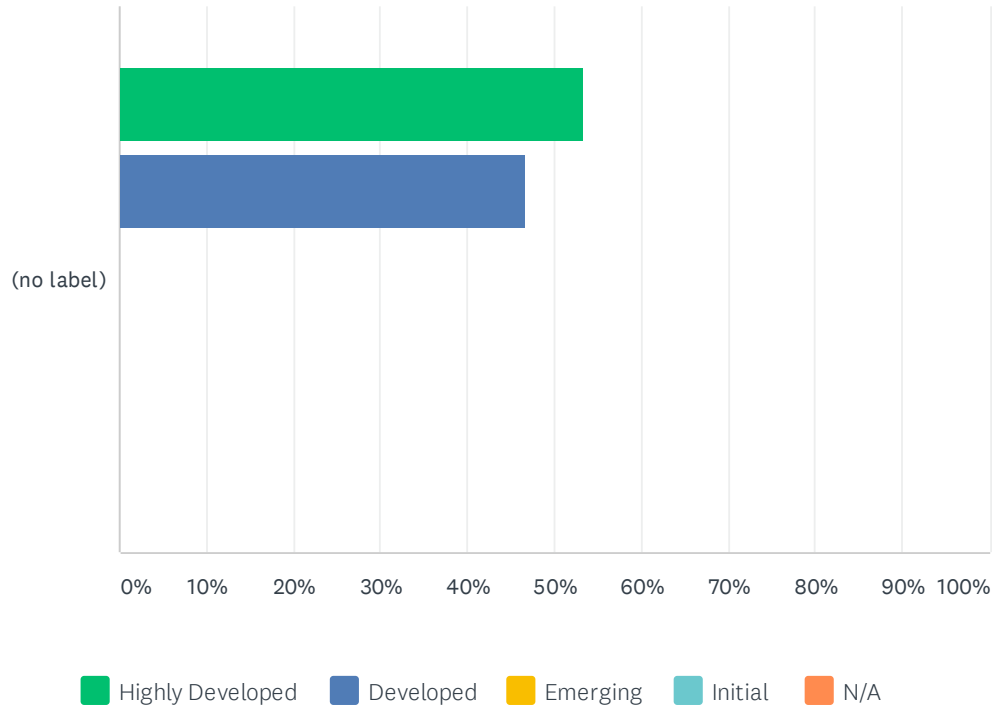
■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	6.67%	53.33%	40.00%	0.00%	0.00%		
	1	8	6	0	0	15	2.67

#	COMMENTS/FEEDBACK:	DATE
1	Another full time faculty should be added to aid in program sustainability.	1/17/2020 4:13 PM
2	complete self evaluation of program and statistics.	1/17/2020 4:08 PM
3	Having difficulties finding adjuncts and qualified teachers.	1/17/2020 12:05 PM
4	I hope we can find a qualified and similarly dedicated lead to carry on this program.	1/15/2020 11:52 AM
5	Lack of additional faculty - or an adjunct pool - is a serious weakness in this otherwise excellent program	1/15/2020 11:45 AM
6	Per comments during the presentation, KCC employs high caliber individuals who've been able to support the effort, but it seems like there is opportunity to add capacity here with at least one more Full Time Faculty with comprehensive accounting specific background	1/15/2020 10:37 AM
7	It is noted that it is necessary for the Program Lead to work in overload to meet current needs. She is well-qualified for her role. It is noted throughout the report that additional qualified faculty are needed to meet current and projected future needs. The report clearly relates the benefits of succession planning	1/8/2020 4:11 PM
8	Students are achieving the CLO's a high percentage rate, showing the instruction is accessible.	12/16/2019 2:22 PM
9	Seems like new building and resources are in place.	12/13/2019 3:34 PM

Q5 RESOURCES: FACILITIES AND EQUIPMENT
 Highly Developed: Facilities and resources meet current and future needs.
 Developed: Facilities and resources meet current needs.
 Emerging: Evidence of a plan to have facilities and resources meet current and future needs.
 Initial: Minimal evidence that facilities and resources meet current and future needs.

Answered: 15 Skipped: 0



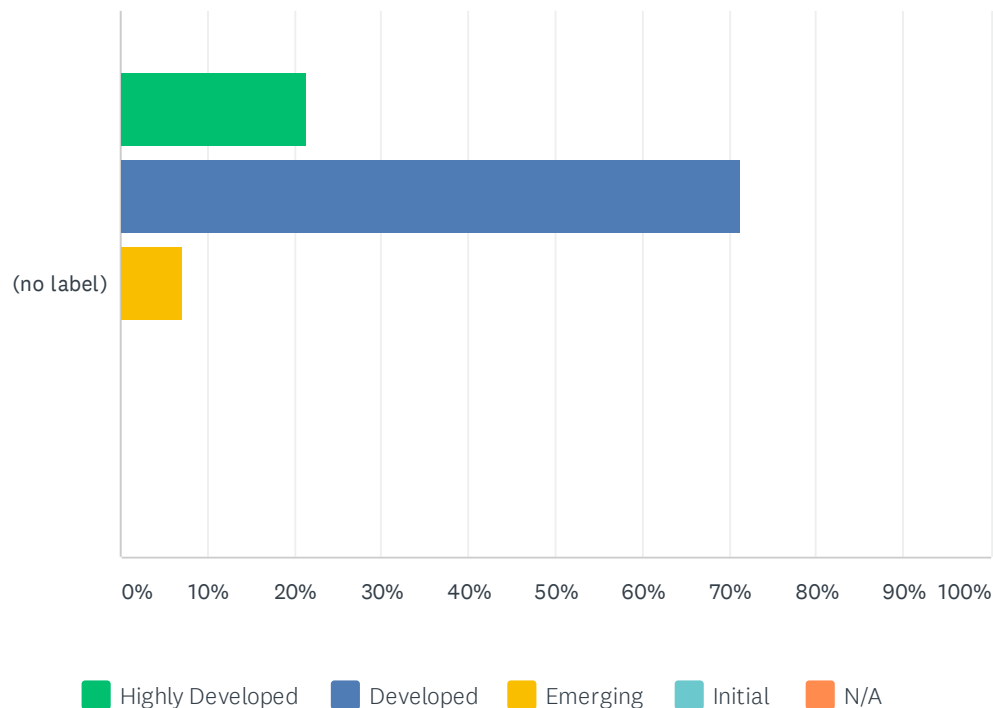
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.33%	46.67%	0.00%	0.00%	0.00%	15	3.53
	8	7	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The program appears to fully embrace multiple teaching modalities and makes good use of the facilities and resources available to them.	1/8/2020 4:11 PM
2	Seems like new building and resources are in place.	12/13/2019 3:34 PM

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES ASSESSMENT
 Highly Developed: Exhibits ongoing and systematic SLO assessment to adjust instruction.
 Developed: Exhibits student learning outcomes assessment and uses results to change instruction.
 Emerging: Has a plan to engage in ongoing and systematic SLO assessment,

including using results to change instruction. Initial: Minimal evidence of SLO assessment.

Answered: 14 Skipped: 1



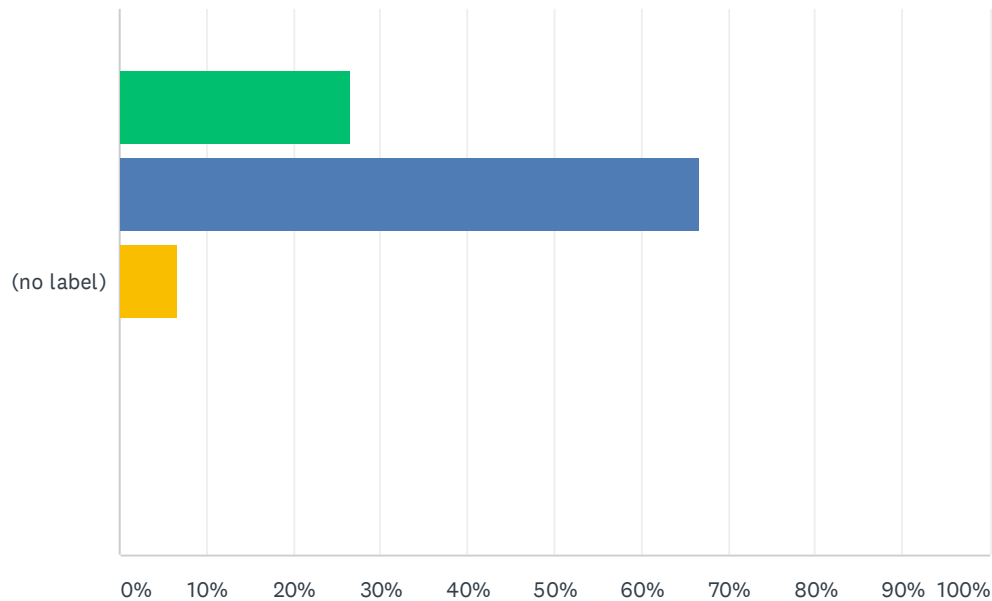
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	21.43%	71.43%	7.14%	0.00%	0.00%	14	3.14
	3	10	1	0	0		

#	COMMENTS/FEEDBACK	DATE
1	Has mechanisms in place to assess SLO's.	1/17/2020 4:13 PM
2	Evaluation and plan in place.	1/17/2020 4:08 PM
3	Working on future goals	1/17/2020 12:05 PM
4	PLO/CLO analysis of established metrics indicates students are meeting learning outcomes. Based on assessment results, open labs have been implemented, hybrid learning opportunities have been expanded and a change in text books has occurred to assist students in further meeting learning objectives.	1/8/2020 4:11 PM
5	Good strategic plans, very developed plans for making courses accessible in a variety of ways for diverse groups.	12/16/2019 2:22 PM
6	Great reflection, and it was stated that the Lead would like to do some more work on this.	12/13/2019 3:34 PM

Q7 EFFECTIVENESS: STUDENT SUCCESS
 Highly Developed: Thoroughly analyzes trends in enrollment, degrees awarded, time-to-completion rates, and formulates comprehensive plans to address them.
 Developed: Describes trends in enrollment, degrees awarded, time-to-completion rates, and formulates plans to address them.
 Emerging:

Describes trends in enrollment, degrees awarded, time-to-completion rates, and makes an attempt to plan to address them. Initial: Minimal description of trends and/or fails to formulate plan to address them.

Answered: 15 Skipped: 0



■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

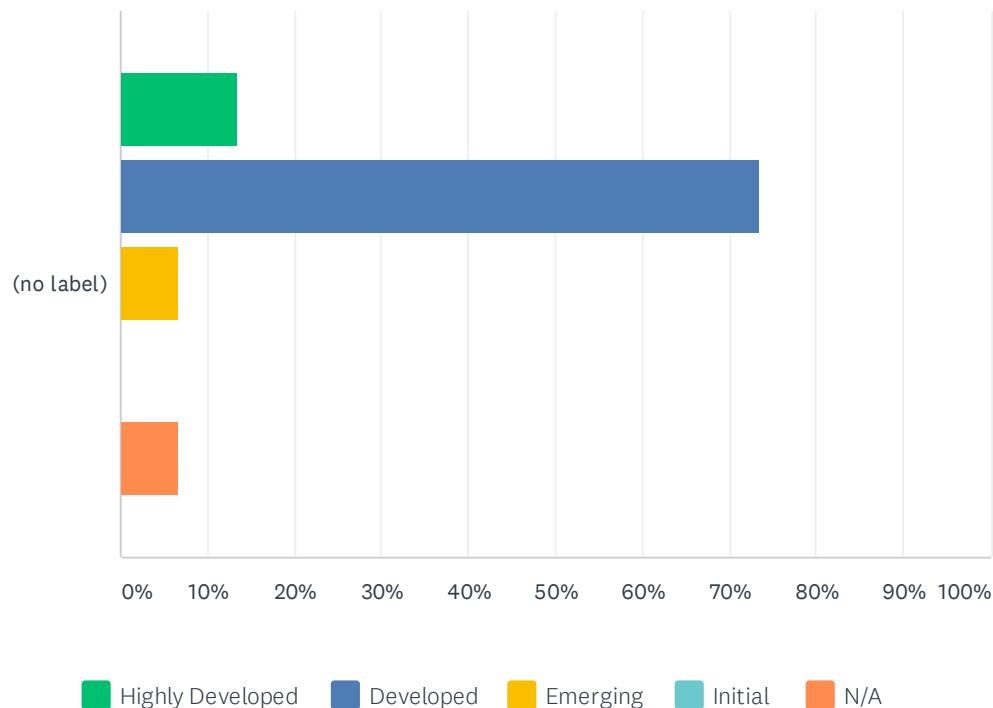
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	26.67%	66.67%	6.67%	0.00%	0.00%		
	4	10	1	0	0	15	3.20

#	COMMENTS/FEEDBACK:	DATE
1	Tracks and supplied sufficient data to analyze trends.	1/17/2020 4:13 PM
2	Complete assessment	1/17/2020 4:08 PM
3	lack of job placement data.....having this would be such a feather in the cap of this excellent program	1/15/2020 11:45 AM
4	Completion rates in relation to head count seem on the lower side. The report appears to indicate roughly 1/3 of students (head count) either complete a degree or certificate. Time to completion rate is unclear.	1/8/2020 4:11 PM
5	Program is developing the big picture plans by updating the PLO's, making 5 year plans, focus on marketing and high school outreach.	12/16/2019 2:22 PM
6	Good handle on enrollment.	12/13/2019 3:34 PM

Q8 BUDGET Highly Developed: Financial resources meet current needs and are projected to meet future needs. Developed: Financial resources meet current needs. Emerging: Evidence of a plan to acquire financial

resources to meet current needs. Initial: Minimal evidence that financial resources meet current needs.

Answered: 15 Skipped: 0



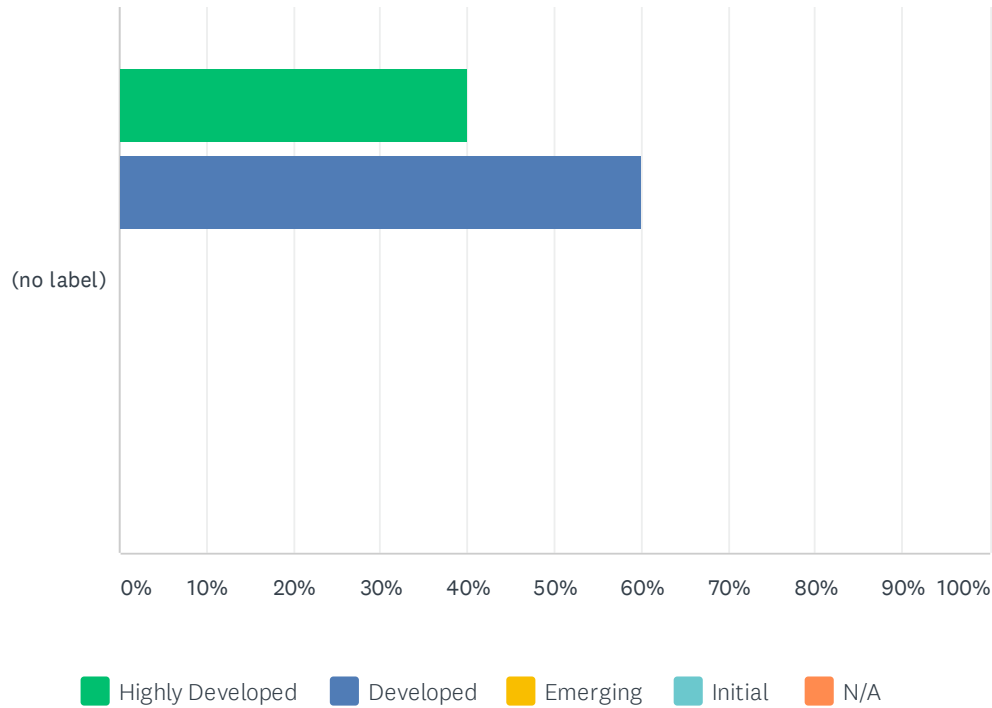
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	73.33%	6.67%	0.00%	6.67%	15	3.07
	2	11	1	0	1		

#	COMMENTS/FEEDBACK:	DATE
1	More payroll needs to be budgeted for sustainability.	1/17/2020 4:13 PM
2	The Accounting program does not have any costs outside of Human Resources	1/17/2020 12:05 PM
3	May need additional instructional resources (adjunct faculty) for the future.	1/15/2020 11:50 AM
4	Report indicates no budgetary challenges exist for the Accounting Program. Is funding available for additional faculty?	1/8/2020 4:11 PM
5	Good.	12/13/2019 3:34 PM

Q9 STRENGTHS AND WEAKNESSES Highly Developed: Strengths and weaknesses are described accurately and thoroughly. Developed: Most strengths and weaknesses are described accurately and thoroughly. Emerging: Some strengths and weaknesses are described accurately and thoroughly. Initial: Minimal evidence that strengths and weaknesses are described accurately and thoroughly.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting



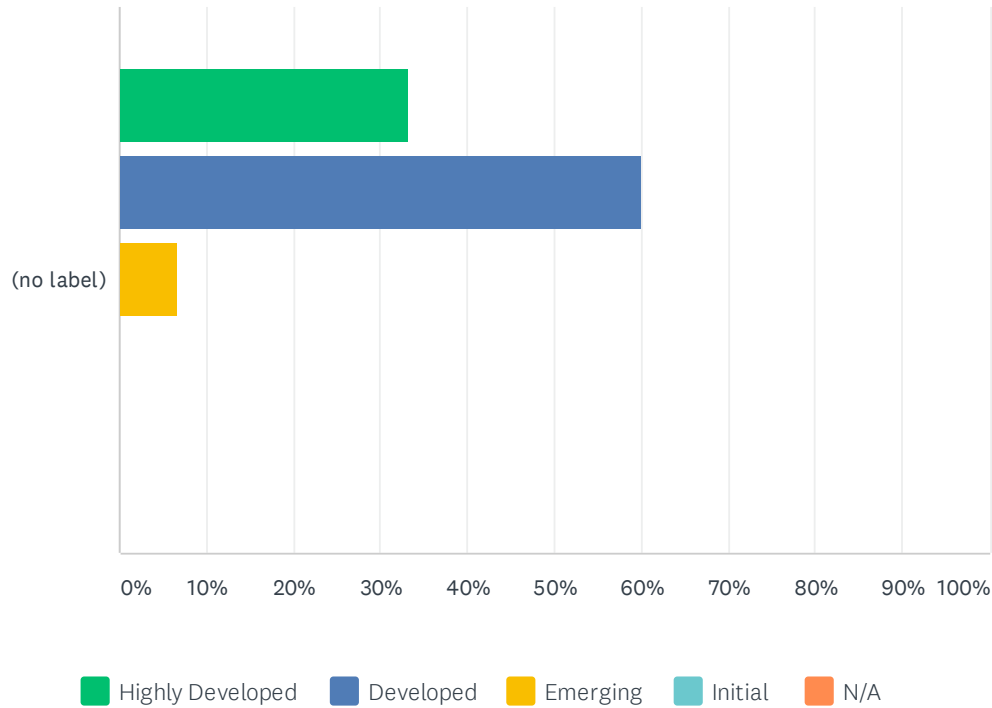
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	40.00%	60.00%	0.00%	0.00%	0.00%	15	3.40
	6	9	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	This strong program needs additional instructor. Well demonstrated.	1/17/2020 4:08 PM
2	I believe these were adequately described in the program summary. Program demand and the outstanding . commitment of current program and segment instructors are evident. Additional Faculty, transition planning to maintain program/institutional continuity, and better documentation of post graduation placement are primary focus areas for enhancement.	1/15/2020 10:37 AM
3	Report clearly outlines current strengths and weakness.	1/8/2020 4:11 PM
4	Well Stated and seems like a good direction as well as	12/13/2019 3:34 PM

Q10 NEW GOALS AND PLAN
 Highly Developed: Multiyear planning process with evidence of use of assessment data in planning.
 Developed: Multiyear planning process with some assessment data.
 Emerging: Short-term planning process recently implemented.
 Initial: Minimal evidence of planning process.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting



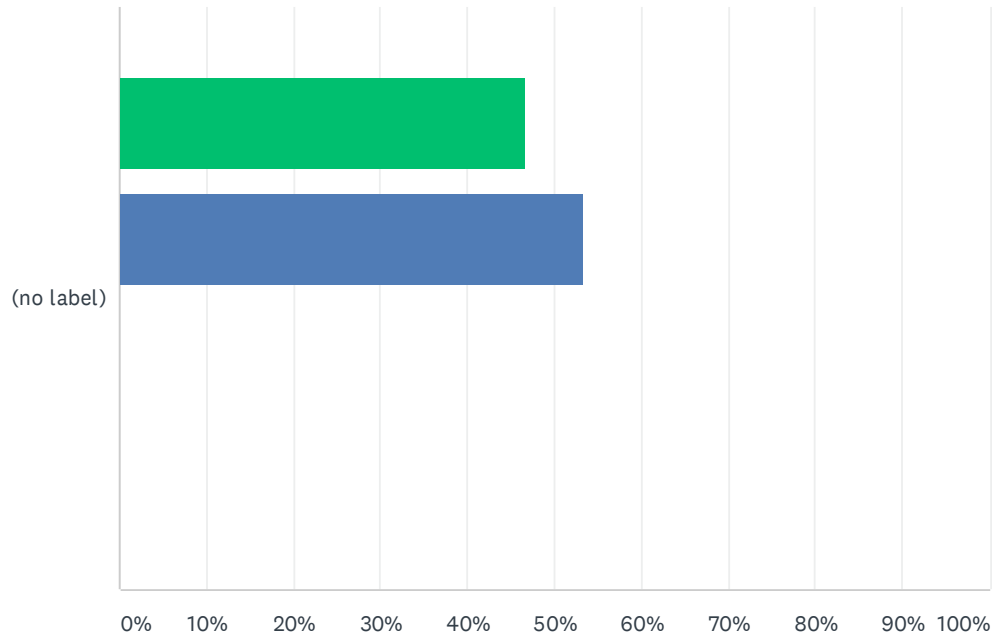
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	60.00%	6.67%	0.00%	0.00%	15	3.27
	5	9	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	New goals identified. Based on program analysis.	1/17/2020 4:08 PM
2	New goals and plans are directly formulated to addresses the lacks of the program. Very nice.	1/15/2020 11:45 AM
3	New goals sync with Strategic Plan and allied efforts (i.e. new Career Center via Title III grant).	1/15/2020 10:37 AM
4	New goals appear appropriate but do not appear to be linked to specific assessment data. Established goals appear to provide for succession planning, improved time to complete the program/certificate, organized assessment plan, and updated PLOs.	1/8/2020 4:11 PM
5	I say work with those.	12/13/2019 3:34 PM

Q11 OVERALL PROGRAM EVALUATION Highly Developed: Evidence of ongoing systematic use of planning in selection of programs and services. Developed: Program exhibits evidence that planning guides program and services selection that supports the college. Emerging: There is evidence that planning intermittently informs some selection of services to support the college. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting



■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial

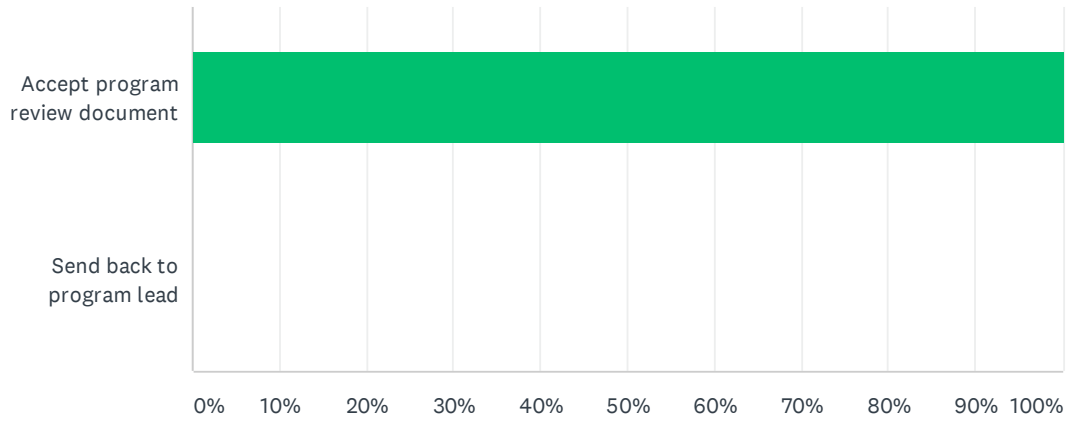
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	46.67%	53.33%	0.00%	0.00%		
	7	8	0	0	15	3.47

#	COMMENTS/FEEDBACK:	DATE
1	Wow. Great program. Healthy. Evolving and progressing.	1/17/2020 4:08 PM
2	Excellent evidence of a great program.	1/15/2020 11:52 AM
3	Program Lead's dedication to the program and student success is evident throughout the report. Planning for better outcomes, streamlined processes, and partnering with high schools and local industry is evident.	1/8/2020 4:11 PM
4	Nice work	12/13/2019 3:34 PM

Q12 Should this academic program review be accepted by CIIC or sent back to the program lead for further work?

Answered: 15 Skipped: 0

Instructional Program Review - Accounting



ANSWER CHOICES	RESPONSES	
Accept program review document	100.00%	15
Send back to program lead	0.00%	0
TOTAL		15

Q13 Please highlight the strengths of the program.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting

#	RESPONSES	DATE
1	The program lead is the strength of this program. She has demonstrated support of students, that few others have achieved.	1/17/2020 4:13 PM
2	Dedicated instructor.	1/17/2020 4:08 PM
3	Dedicated staff and faculty to student success!	1/17/2020 1:59 PM
4	Well documented information. I appreciate that the lead has identified the need for staffing, but still maintains a successful program.	1/17/2020 12:05 PM
5	The program is very responsive to student delivery needs with both online and face to face. The program does a good job of scheduling to ensure a student has options and can complete.	1/17/2020 8:30 AM
6	Delivering the needed training and education to students so that they can find well-paying jobs. Meeting the needs of the students and assessing the program to continue to exceed those needs.	1/15/2020 11:52 AM
7	Kathy is one of the big strengths of the program. Her dedication and commitment to her students are why her program is successful.	1/15/2020 11:50 AM
8	Very responsive to needs of students.	1/15/2020 11:45 AM
9	The program is producing highly desirable graduates.	1/15/2020 11:30 AM
10	Instruction, Demand	1/15/2020 10:37 AM
11	This program is responsive to the needs of students and the community.	1/15/2020 10:31 AM
12	Articulation agreements with local 4 year degree granting institutions, Programs Lead's work ethic, dedication to students and program, and efforts to incorporate best practices, integrate more technology and foster multiple learning formats (F2F, hybrid, traditional and distance ed.) to meet students where they are is evident. Awareness of industry evolution requiring entry level employees to be more fluent in oral and written communication, current technological advances, critical thinking ability, time management and self-motivation skills, and being mindful to incorporate learning of these "soft skills" into the curriculum.	1/8/2020 4:11 PM
13	Dedicated and competent faculty	12/19/2019 2:27 PM
14	Creating accessible courses in so many formats.	12/16/2019 2:22 PM
15	Lead as well as what was stated in the report.	12/13/2019 3:34 PM

Q14 Please outline weaknesses of the program.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting

#	RESPONSES	DATE
1	Sustainability.	1/17/2020 4:13 PM
2	Need additional help to help program thrive and grow.	1/17/2020 4:08 PM
3	Long term planning documentation	1/17/2020 1:59 PM
4	Need for staffing. How can we fulfill that need?	1/17/2020 12:05 PM
5	There is a potential need for more qualified instructors to spread out the teaching load	1/17/2020 8:30 AM
6	Future plans for hiring staff. It will be difficult to find a future lead/adjuncts/tutors that are as dedicated to the students as the current lead and adjuncts.	1/15/2020 11:52 AM
7	The need for more quality adjunct instructors can be a weakness and how to get someone in place to make a smooth transition when Kathy retires.	1/15/2020 11:50 AM
8	Lack of instructor pool. Lack of reputation in local community	1/15/2020 11:45 AM
9	None	1/15/2020 11:30 AM
10	Instructional Capacity	1/15/2020 10:37 AM
11	The lack of qualified adjuncts means that the program lead is significantly overworked.	1/15/2020 10:31 AM
12	Insufficient qualified faculty. Time to completion data was lacking as was specific data about how many students are successfully transferring to 4 year institutions.	1/8/2020 4:11 PM
13	Need additional faculty	12/19/2019 2:27 PM
14	Limited number of qualified faculty	12/16/2019 2:22 PM
15	Transition plan a must. Adjunct need is real.	12/13/2019 3:34 PM

Q15 Please make recommendations for program improvement.

Answered: 15 Skipped: 0

Instructional Program Review - Accounting

#	RESPONSES	DATE
1	Higher an additional full time faculty for this program.	1/17/2020 4:13 PM
2	Get her the help she needs.	1/17/2020 4:08 PM
3	Increased long term planning for sustainability	1/17/2020 1:59 PM
4	Continue being successful with your program.	1/17/2020 12:05 PM
5	I would recommend addressing finding more qualified instructors	1/17/2020 8:30 AM
6	Recruit teaching staff to fill these future needs.	1/15/2020 11:52 AM
7	None	1/15/2020 11:50 AM
8	The program's plans are right on target	1/15/2020 11:45 AM
9	Prepare for future market growth and the retirement of the department lead.	1/15/2020 11:30 AM
10	Nothing to add, I believe they are on the right track and have self-identified the challenges and opportunities already	1/15/2020 10:37 AM
11	If no qualified adjuncts can be found, this program may have to look at adding another full time position.	1/15/2020 10:31 AM
12	Robust recruitment efforts for qualified faculty. Increase rates for completion of degree or certificates.	1/8/2020 4:11 PM
13	Acquire additional faculty	12/19/2019 2:27 PM
14	Locate and higher qualified adjunct and full time faculty	12/16/2019 2:22 PM
15	Transition plan a must. Adjunct need is real.	12/13/2019 3:34 PM