

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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	42.86%	57.14%	0.00%	0.00%	0.00%	14	3.43
	6	8	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The specific examples of how you are meeting your goals are very helpful and provide solid evidence of the creation of a goal and marking it in progress or completed.	6/13/2018 11:57 AM
2	This review is specific about goals that have been met or are in work, and overall the program is making significant progress in systematic improvement	6/13/2018 9:38 AM
3	Each point fully explained	6/13/2018 8:44 AM
4	Clearly defined and achieved goals.	6/6/2018 11:31 AM
5	Goals are clearly identified. Progress has been documented over time. Related to board reports. Use of focus groups exemplary practice.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	28.57%	64.29%	7.14%	0.00%	0.00%	14	3.21
	4	9	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Specifics are provided.	6/13/2018 11:57 AM
2	Good review and projection overall; challenge is in the wide range of jobs available under this umbrella.	6/13/2018 9:38 AM

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3	Interesting that there is a mix of people who want to be able to open their own business vs. those who want have skills to work for others. Curriculum wise these have common core concepts but at some point it becomes two different paths, with different needs.	6/13/2018 8:44 AM
4	40% surveyed. Great work...	6/12/2018 12:02 PM
5	Although I marked the labor market analysis as highly developed, the disconnect between what employers say they want and what they are willing to pay for remains a thorny problem.	6/11/2018 12:16 PM
6	Discusses demand and actions to address it.	6/6/2018 11:31 AM
7	Developed resources are avialable. This is a challenging population to identify.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	42.86%	57.14%	0.00%	0.00%	0.00%	14	3.43
	6	8	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The program systematically seeks out professional development opportunities and, more significantly, uses the information to make program improvements.	6/13/2018 9:38 AM
2	Fully explained	6/13/2018 8:44 AM
3	Strong evidence of regular PD.	6/6/2018 11:31 AM
4	Substantive evidence provided.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	42.86%	57.14%	0.00%	0.00%	0.00%	14	3.43
	6	8	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
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1	Looks like current needs are being met, but may need to prepare for additional support as the program grows.	6/13/2018 9:38 AM
2	Like the Connection to Accounting.	6/12/2018 12:02 PM
3	Quality mix of full time and part time instruction being provided. Faculty are qualified. Professional development is readily available.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	42.86% 6	57.14% 8	0.00% 0	0.00% 0	0.00% 0	14	3.43

#	COMMENTS/FEEDBACK:	DATE
1	With the new facilities and equipment in WSTC, good support for this area.	6/13/2018 9:38 AM
2	New WSTC meets the needs of this program. Examples of resources were provided.	6/5/2018 1:00 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: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	50.00% 7	42.86% 6	7.14% 1	0.00% 0	0.00% 0	14	3.43

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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	28.57%	57.14%	14.29%	0.00%	0.00%	14	3.14
	4	8	2	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Specific examples that follow what is being done demonstrates the highly developed category. Methods for new idea implementation are described.	6/13/2018 11:57 AM
2	Good identification of trends and related concerns, with ideas on how to address.	6/13/2018 9:38 AM
3	In depth analyses	6/13/2018 8:44 AM
4	Excellent documentation of program assessment and course outcome assessment. Examples provided. Assessment is linked to program and curriculum changes. Transfer may be adversely impacting completion rates.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	7.14%	71.43%	21.43%	0.00%	0.00%	14	2.86
	1	10	3	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Strategies are deployed to increase student success and no additional funds are being asked for in the budget.	6/13/2018 11:57 AM
2	Program revenue generation is examined. As noted previously lead is analyzing mix of on line and face to face class mix. Lead is proactive and tracking.	6/13/2018 8:44 AM
3	The department is well aware of financial trends.	6/11/2018 12:16 PM
4	Specific CMA trends provided. Faculty working to increase adoption of OERs.	6/5/2018 1:00 PM
5	It was identified in the packet that the Business Department is having issues with their budget, however, they have provided a 5-year plan to address this concern. Selected emerging based on the fact that their financial resources are not meeting their demand.	6/5/2018 8:01 AM

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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	78.57%	21.43%	0.00%	0.00%	0.00%	14	3.79
	11	3	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	A lot of thought was put into this document and it is reflected by the specifics listed including both strengths and weaknesses.	6/13/2018 11:57 AM
2	Great insights into strengths & weaknesses of the program!	6/13/2018 9:38 AM
3	Additional strength is the December event that pulls in not only potential business students but a large number of potential students for other programs to campus.	6/13/2018 8:44 AM
4	Partnerships great work	6/12/2018 12:02 PM
5	An accurate and very thorough description of strengths/weaknesses.	6/6/2018 11:31 AM
6	Strong industry partnerships/realionships. Active invovlment with the SBDC. Developed dual credit and articulations with Oregon universities. Weaknesses clearly identified.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	28.57%	57.14%	14.29%	0.00%	0.00%	14	3.14
	4	8	2	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	I may be over thinking what assessment data is defined to be here. Some goals have obvious choices for assessment, but it is not explicitly stated. In some cases, the provided goals may be difficult to assess.	6/13/2018 11:57 AM
2	Strong goals listed, but missing timelines and assessment pieces.	6/13/2018 9:38 AM
3	Would like more specified goals in Access.	6/12/2018 12:02 PM
4	Deadlines will need to be identified for goals.	6/5/2018 1:00 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: 14 Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	50.00%	0.00%	0.00%	14	3.50
	7	7	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	A model program review document.	6/13/2018 11:57 AM
2	While there are certain areas that could use more detail, overall this is a very thorough review of the program.	6/13/2018 9:38 AM
3	Well done evaluation.	6/13/2018 8:44 AM
4	Very thorough, very nice work.	6/11/2018 12:16 PM
5	It is clear that the program lead uses planning systematically.	6/6/2018 11:31 AM
6	Program review was well thought out and organized. Analysis was substantive and relevant. Extensive review was exhibited. Well Done!	6/5/2018 1:00 PM

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

Answered: 14 Skipped: 0

ANSWER CHOICES	RESPONSES
Accept program review document	100.00% 14
Send back to program lead	0.00% 0
TOTAL	14

Q13 Please highlight the strengths of the program.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	This is a reflection of a long standing program that has been highly developed and can effectively plan to the future.	6/13/2018 11:57 AM
2	Committed advisors, constant evaluation of program requirements to make sure coursework is relevant.	6/13/2018 9:51 AM
3	Direct/personal connection in advising with students in the program; honest and transparent review of strengths and weaknesses to improve in coming years.	6/13/2018 9:38 AM
4	This program is aware of strengths and areas of concern, and faculty work hard to capitalize on what's good and improve what is weak.	6/13/2018 9:38 AM
5	Program lead is one of our most dedicated Faculty.	6/13/2018 8:44 AM
6	Partnerships with Secondary and transfer University. Tie in with other degrees	6/12/2018 12:02 PM

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7	Partnerships with transfer schools Advising Flexibility of adapting to change and student recommendations Course availability -- on campus / online	6/12/2018 11:49 AM
8	Good instruction and subjects, recognizes need for soft-skills training and is making effort to provide that training.	6/12/2018 8:46 AM
9	The department is very well aware of its patterns and trends	6/11/2018 12:16 PM
10	Holding a student focus group with impending feedback; Connections with community businesses and the SBDC.	6/6/2018 4:09 PM
11	Knowledgeable and effective program lead and faculty. Budget and resources are effectively used.	6/6/2018 11:31 AM
12	Transfer work with SBDC Quality faculty mixed instructional modalities increase access Effective utilization of resources	6/5/2018 1:00 PM
13	The Business departments seems to be keeping up with the ever evolving changes in business.	6/5/2018 8:01 AM
14	Student-centered advising. Qualified faculty with professional experience in the fields related to classes they teach. Effective use of course evaluation data Overall, a thorough and well written report	6/4/2018 3:34 PM

Q14 Please outline weaknesses of the program.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	Measuring the growth for students who are already working and looking to improve their work position will always be a struggle. This is even more difficult when the student is working while attending.	6/13/2018 11:57 AM
2	Completion rate, challenges finding local industry opportunities for students. .	6/13/2018 9:51 AM
3	A little lacking in multiyear planning and assessment pieces.	6/13/2018 9:38 AM
4	Completion of degrees - although there is a plan in place to analyze the reasons for this trend.	6/13/2018 9:38 AM
5	NA	6/13/2018 8:44 AM
6	Low enrollment need targeted access goals.	6/12/2018 12:02 PM
7	Completions Student opportunities and local employment	6/12/2018 11:49 AM
8	N/A	6/12/2018 8:46 AM
9	The department faces a shift in enrollments and completions, but is well aware of needed changes in strategy	6/11/2018 12:16 PM
10	Tracking of graduate outcomes (i.e. transfer, employment, income)- this is a college-wide need.	6/6/2018 4:09 PM
11	No significant weaknesses.	6/6/2018 11:31 AM
12	Strong academic program. May need college wide support to make substantive enrollment changes.	6/5/2018 1:00 PM
13	Low enrollment numbers affect the program, but the department is researching the cause and can make the necessary changes to improve enrollment.	6/5/2018 8:01 AM
14	Low completion rates Lack of data on student employment/success after graduation.	6/4/2018 3:34 PM

Q15 Please make recommendations for program improvement.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
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1	*	6/13/2018 11:57 AM
2	None at this time.	6/13/2018 9:51 AM
3	Continued review of downward trend in cost margin data and analysis.	6/13/2018 9:38 AM
4	Keep working with institutional research to get hard data on why students don't finish.	6/13/2018 9:38 AM
5	NA	6/13/2018 8:44 AM
6	Work with career communities looking for other natural tie ins' More work with Small Biz center maybe?	6/12/2018 12:02 PM
7	No recommendations beyond those listed in the program evaluation.	6/12/2018 11:49 AM
8	N/A	6/12/2018 8:46 AM
9	better access to employment attainment data is something you're working on, don't give up on that!	6/11/2018 12:16 PM
10	Narrow list of electives to better align with Career Communities.	6/6/2018 4:09 PM
11	College needs to track graduates to help determine that part of the program's effectiveness.	6/6/2018 11:31 AM
12	Dates, times, deliverables. Action plan will need to be specific and measurable. Needs longitudinal employment data Need to establish program completion/retention goals	6/5/2018 1:00 PM
13	None, the program lead is	6/5/2018 8:01 AM
14	Follow up on the considerable good goals you have set.	6/4/2018 3:34 PM

Q16 Please enter your name.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	Bill Jennings	6/13/2018 11:57 AM
2	Alex Jenner	6/13/2018 9:51 AM
3	Joseph Maurer	6/13/2018 9:38 AM
4	Jeanne LaHaie	6/13/2018 9:38 AM
5	Mike Homfeldt	6/13/2018 8:44 AM
6	Chris Stickle	6/12/2018 12:02 PM
7	Pat Hockersmith	6/12/2018 11:49 AM
8	Rick Ball	6/12/2018 8:46 AM
9	Tom Nejely	6/11/2018 12:16 PM
10	Elizabeth White-Hurst	6/6/2018 4:09 PM
11	Franklin Clark	6/6/2018 11:31 AM
12	Jamie Jennings	6/5/2018 1:00 PM
13	Edis	6/5/2018 8:01 AM
14	Ronda Wery	6/4/2018 3:34 PM