Q1 ACCOMPLISHMENTS IN ACHIEVING GOALSHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	36.36% 4	45.45% 5	9.09% 1	0.00% 0	11	2.45

#	COMMENTS/FEEDBACK:	DATE
1	Data insufficient for goal 1. 4 -1 - 5 hardly establishes a trend. Goal 2 appears to be forward looking hopes; hard to tell if this goal has been met Goal 3 clearly states "no progress" that is good, it's honest. Goal 4 is very difficult to tell anything from the narrative. When finished I have NO IDEA Initially difficult to understand the format of this section. After 3rd reading, I finally realized "aha, it's being explained by pasting the strategic plan format then adding a narrative." Clarity of writing style is very important to help evaluators to understand.	2/16/2018 3:49 PM
2	The review indicates progress on goals related to awards/completion time and collaboration with community partners indicate some progress made but goals related to post-completion student success and staffing indicate limited success.	2/16/2018 1:43 PM
3	Looks like good work has been done in increasing completions and working with partners to sponsor CJ related trainings. CJ enrollment is noted to have gone down since it's height but some of this may be attributable to the new ERO degree. Program HS outreach appears strong but there is not much evidence regarding advisory group involvement.	2/14/2018 4:14 PM
4	Goals are not clearly defined nor the specific outcome that indicates success.	2/13/2018 4:12 PM
5	There is evidence of goal achievement as two of four have been achieved and two will continue.	2/9/2018 11:55 AM

Q2 LABOR MARKET PROJECTIONHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	36.36% 4	36.36% 4	9.09% 1	9.09% 1	11	2.50

#	COMMENTS/FEEDBACK:	DATE
1	I'm not sure why a discussion of completers is included in this section. The narrative as written does not address program actions to address the market needs of various degree/certificate/occupations. the narrative as written does not address the relationship between the degree/certificate and the requirements of the occupations listed. Do these occupations require our degrees/certificates? Are they industry-recognized?	2/16/2018 3:49 PM
2	The review does describe projected demand and the description of course offerings and enrollment show an improvement over time but lack of information on student employment in the field limits reviewers' ability to plan a response to the demand.	2/16/2018 1:43 PM
3	Local projections would be helpful to include. The faculty appear well connected in the field which hopefully leads to better networking opportunities related to jobs for CJ students.	2/14/2018 4:14 PM
4	Fails to respond to the following questions: "How might the labor market need projection affect the program? How might the program adjust to these projections?"	2/9/2018 11:55 AM

Q3 RESOURCES: PROFESSIONAL DEVELOPMENTHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	18.18% 2	45.45% 5	36.36% 4	0.00% 0	0.00% 0	11	2.82

#	COMMENTS/FEEDBACK:	DATE
1	The review describes a good range of training/education opportunities but there are no data on instructors making use of it or if/how it may affect the quality of instruction. With the exception of college-provided instructional technology training and campus orientation, it is unclear how instructors are prompted to take advantage of the opportunities.	2/16/2018 1:43 PM
2	The faculty (all part-time) indicate support and it looks like opportunities for PD are readily available. The review does not indicate, however, if faculty are taking advantage of these opportunities, what trainings they are attending other than the standard adjunct training, etc. The fact that the faculty appear to have so much occupational experience, and that three faculty are primarily relied upon, helps satisfy this area.	2/14/2018 4:14 PM
3	Systematic support of professional development activities is either recent or not detailed.	2/9/2018 11:55 AM

Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDSHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	18.18% 2	27.27% 3	36.36% 4	18.18% 2	0.00% 0	11	2.45

#	COMMENTS/FEEDBACK:	DATE
1	This section is not discussed until later in the document.	2/16/2018 3:49 PM
2	The review indicates that the three primary instructors are well-qualified in an appropriate range of fields but the lack of a full-time faculty position is an ongoing concern.	2/16/2018 1:43 PM
3	Faculty are all part-time in a decent sized program which may add to the challenge of updating CCOG's, conducting assessment, seeking professional development, etc.	2/14/2018 4:14 PM
4	No instructional needs are stated, so how do we know if they are being met?	2/13/2018 5:09 PM
5	Mentions that PD is adequate, but does not answer address whether faculty composition (full-time/adjunct) and qualifications are meeting needs. It is mentioned in other parts of the document that the hope is to hire a full-time faculty for CJA, and that a budget request is currently being made.	2/9/2018 11:55 AM

Q5 RESOURCES: FACILITIES AND EQUIPMENTHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	27.27% 3	63.64% 7	0.00% 0	9.09% 1	0.00% 0	11	3.09

#	COMMENTS/FEEDBACK:	DATE
1	A clear and honest appraisal of the staffing in this program is very difficult to parse out. It appears -- possibly -- the the statements as written indicate the program has no full time faculty, and it taught entirely by part time faculty who are teaching a load equivalent to or in excess of full time. There is no discussion of why this may be so or the legality of such an arrangement.	2/16/2018 3:49 PM
2	The review provides a detailed description of facilities and no lack of space or equipment is indicated. There is no discussion of future needs.	2/16/2018 1:43 PM
3	The synchronous equipment, purchased books, CJ tests, all combine to adequately support the program.	2/14/2018 4:14 PM
4	2. b. i. expansion of two new buildings including 12 classrooms, expanded and improved LRC and tutoring facilities. "since" 2016 2. c. I. second paragraph update to reflect new LRC	2/13/2018 4:12 PM
5	Developed because the evidence of meeting current facilities/resources needs is strong. I see no projections for whether facilities and resources will meet future needs, though. During the final revision some of the information provided could be edited for conciseness, but the information needed appears to be there.	2/13/2018 2:29 PM

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES

ASSESSMENTHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	9.09% 1	72.73% 8	18.18% 2	0.00% 0	11	1.91

Q7 EFFECTIVENESS: STUDENT SUCCESSHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	27.27% 3	54.55% 6	9.09% 1	0.00% 0	11	2.36

#	COMMENTS/FEEDBACK:	DATE
1	The writer is very clear on enrollment trends. However, "not worried" does not constitute a forward-looking plan. Bar graphs from evaluations are not helpful.	2/16/2018 3:49 PM
2	Trends are described and explained but the review does not fullly describe plans to address them. Plans for ensuring enrollment seem to hinge on hiring a full-time faculty member, which is not a certainty.	2/16/2018 1:43 PM
3	Student completions are up and the program appears to be gaining some enrollment. Assessment is on-going but lacking evidence of changes made to support student success as a result. There appears to be a systematic plan in place but it appears recent/early in it's maturity. Opportunities to expand the program appear to exist with the support of full-time faculty or staff. Connection to local jobs, as a KCC priority and student success metric, could be stronger.	2/14/2018 4:14 PM
4	Shows a good understanding of enrollment trends and possible future shifts (e.g., a possible shift of CJA AAS students to the new Emergency Response AAS). Data on degrees awarded and completion rates is complete and well analyzed.	2/13/2018 2:29 PM
5	Describes trends but does not formulate a plan to address trends.	2/9/2018 11:55 AM

Q8 BUDGETHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	54.55% 6	27.27% 3	9.09% 1	0.00% 0	11	2.64

#	COMMENTS/FEEDBACK:	DATE
1	"exemplary level of teaching" by adjunct instructors is irrelevant to this section, as the topic is financial resources. The rest of the narrative is very difficult to determine if this program is appropriately funded. In this section is the only glimpse given that something is significantly amiss in staffing and supervision.	2/16/2018 3:49 PM
2	Separate budget data are not available.	2/16/2018 1:43 PM
3	Positive CMA due to part-time faculty only.	2/14/2018 4:14 PM
4	4. c. budget information is not specific to program and program needs. Lumped into larger budgets	2/13/2018 4:12 PM
5	It seems like financial resources meet current needs, but untangling the CJA AAS degree from other budgets would make this easier to know for sure. It looks like most future needs could be met with a full-time faculty member to oversee CJA.	2/13/2018 2:29 PM
6	Budget meets current needs, but does it meet future needs, including the addition of a full-time faculty member?	2/9/2018 11:55 AM

Q9 STRENGTHS AND WEAKNESSESHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	27.27% 3	18.18% 2	45.45% 5	9.09% 1	0.00% 0	11	2.64

#	COMMENTS/FEEDBACK:	DATE
1	I do not see strengths and weaknesses explained or analyzed anywhere. What follows the previous section is merely a copy of the department's previous strategic plan.	2/16/2018 3:49 PM
2	Details on strengths and weaknesses are described in previous sections of the document.	2/16/2018 1:43 PM
3	Many of the strengths do not appear specifically linked to CJ but to Academic Affairs and college progress/focus in general (Canvas training, articulations, on-line and synchronous offerings, completion approvals). This program could further shine with a direct connection to the agencies and jobs but would need more of a coherent vision with ERO.	2/14/2018 4:14 PM

4	Why is this a good program?	2/13/2018 4:12 PM

Q10 NEW GOALS AND PLANHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	18.18%	45.45%	27.27%	9.09%	0.00%		
	2	5	3	1	0	11	2.73

#	COMMENTS/FEEDBACK:	DATE
1	I believe possibly the pasted copy of the strategic plan is meant to serve this section of New Goals and Plan. However there is no accompanying narrative to state this is so.	2/16/2018 3:49 PM
2	Actions are listed but methods and time-frame are not described.	2/16/2018 1:43 PM
3	The goals appear to align with student metrics (i.e. institutional focus on completion and job placement). I was happy to see the specific notations on advisory boards and student work experience. This program could be a major draw WIOA students if tailored towards short-term certificates that lead to jobs at agencies. I recommend adding this to the goals related to access.	2/14/2018 4:14 PM

Q11 OVERALL PROGRAM EVALUATIONHighly 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: 11   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	9.09%	63.64%	18.18%	9.09%		
	1	7	2	1	11	2.73

#	COMMENTS/FEEDBACK:	DATE
1	it may be here, but it's sure hard to tell. Part of this is the writer's personal style, part of it may be disguising of the program's difficulties. It's hard to tell.	2/16/2018 3:49 PM
2	The review shows that the planning process is still in an early stages and more/better data and staffing to support the planning effort may be needed to bring it to the developed stage.	2/16/2018 1:43 PM
3	This program, in my view, is developed given current resources. With more or differently assigned capacity, it could further develop.	2/14/2018 4:14 PM

| 4 | Additional evaluation needs to be completed. there are areas where it says that this evaluation hasn't taken place. Planning to do it... what its the plan and what benefit will it provide program to evaluate? | 2/13/2018 4:12 PM |

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

Answered: 11   Skipped: 0

ANSWER CHOICES	RESPONSES	
Accept program review document	54.55%	6
Send back to program lead	45.45%	5
TOTAL		11

Q13 Please highlight the strengths of the program.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	The strength - the dedication of a few adjunct faculty - is also its greatest weakness. A better strength is that this program remains popular among students.	2/16/2018 3:49 PM
2	The review appears to contain available relevant data, with knowledge applied to its interpretation A good set of community partnerships are described Student survey results appear good	2/16/2018 1:43 PM
3	Student evaluations indicate that they are satisfied with the program. Qualified adjunct faculty. Wide range of modalities and potential students- courses taught to dual credit, face to face and distance education students.	2/16/2018 11:58 AM
4	On-line and face-to-face opportunities for courses.	2/16/2018 10:22 AM
5	CJA has been a cornerstone of the college for many years. The adjunct faculty are prominent professionals from within our own community and bring real life to the classroom. The program regularly graduates individuals and students show a pattern of success from first day of entry to graduation.	2/16/2018 8:13 AM
6	Strong sense of what is working and what needs work - particularly in the budget tracking needs and the need to hire a full time person.	2/15/2018 5:07 PM
7	Part-time faculty with work experience. Financial sustainable for college. Flexible instructional modalities - synchronous, on-line, in-person, etc.	2/14/2018 4:14 PM
8	-Direct partnership with local police departments -Long-term articulation provide seamless transfer to neighboring universities -Offering F2F and DE courses	2/13/2018 5:09 PM
9	Some very good data and tables. Cohort info, occupation profiles report, technical resources,	2/13/2018 4:12 PM
10	The program review appears to cover all the bases in terms of providing information needed about the past and current state of the CJA program.	2/13/2018 2:29 PM
11	Student satisfaction and time-to-completion	2/9/2018 11:55 AM

Q14 Please outline weaknesses of the program.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	The greatest weakness is that it appears the entire existence of the program relies on three dedicated adjunct faculty who are teaching far in excess of a reasonable load. The 2nd weakness is a lack of clear connection to a job market that requires these degrees/certificates. This may merely be an oversight in the program review, or it may be a real issue.	2/16/2018 3:49 PM
2	Wording of some important sections, such as Goal 1, is unclear Learning objectives are not stated as such (they are, instead tasks for the program managers)	2/16/2018 1:43 PM
3	- Not having a program lead	2/16/2018 11:58 AM
4	No program lead.	2/16/2018 10:22 AM
5	Assessment of program and course learning outcomes needs to become more ingrained into the normal process of term to term business.	2/16/2018 8:13 AM
6	Lack of assessment is the biggest area of concern.	2/15/2018 5:07 PM
7	Limited advisory board involvement. Lack of regular attention from full-time staff given current structure. Lack of connection to new enrollment streams (WIOA)	2/14/2018 4:14 PM
8	-Staffing challenges when it comes to supporting ongoing curriculum work. -Adj. teaching full course loads to support the program offerings	2/13/2018 5:09 PM
9	needs to be a better connection with available data to drive the program. Add a Full time instructor as a goal. Why do that if adjuncts are doing a good job and enrolment in some cohorts are low? How would a FT instructor grow the program?	2/13/2018 4:12 PM
10	More projection of future trends could be helpful.	2/13/2018 2:29 PM
11	Lack of a full-time faculty and dedicated program lead.	2/9/2018 11:55 AM

Q15 Please make recommendations for program improvement.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	Improve program review, improve information to justify its existence, and clearly demonstrate the ROI in students entering employment, or benefit to the community.	2/16/2018 3:49 PM
2	The report should, at minimum, be edited for typos, syntax. Sorry I am not able to make more substantive recommendations and I cannot determine from the program review guide instructions if this last section is aimed at the program itself or the review.	2/16/2018 1:43 PM
3	- Possible full-time program lead - Budget stability for future planning	2/16/2018 11:58 AM
4	Have a lead instructor that can carry out the strategic plan.	2/16/2018 10:22 AM
5	While the current faculty pool of adjunct faculty is providing great service and quality instruction, there could be great benefits from a full-time faculty serving as the discipline lead.	2/16/2018 8:13 AM
6	Hire a full time person. Stick to the recommendations for assessment.	2/15/2018 5:07 PM
7	Look at combining this degree with ERO more fully in terms of staffing. They should not compete but should strengthen program quality and numbers. Develop short-term certificates and internships related to jobs in the CJ field.	2/14/2018 4:14 PM
8	-Aggressively recruit a full-time program lead	2/13/2018 5:09 PM
9	Some areas are well answered and some are superficial. 3 iii. ILO's no answer Student engagement section graphs are ineffective in black and white. Over all some polish is needed. A few typos need correction ie chats = charts Right a job description = wright	2/13/2018 4:12 PM
10	The only reason I sent the program review back to the lead instead of approving it is to suggest it be edited for conciseness and clarity.	2/13/2018 2:29 PM
11	Determine whether or not the budget supports a full-time faculty member. If not, considering perhaps eliminating ADS, especially if the enrollment numbers do not support it.	2/9/2018 11:55 AM

Q16 Please enter your name.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	Tom Nejely	2/16/2018 3:49 PM
2	Meg Buchanan	2/16/2018 1:43 PM
3	Elizabeth White-Hurst	2/16/2018 11:58 AM
4	Pat Hockersmith	2/16/2018 10:22 AM
5	Bill Jennings	2/16/2018 8:13 AM
6	Jeanne LaHaie	2/15/2018 5:07 PM
7	Julie Murray-Jensen	2/14/2018 4:14 PM
8	Nicole Mace	2/13/2018 5:09 PM
9	Mike Homfeldt	2/13/2018 4:12 PM
10	Ronda Wery	2/13/2018 2:29 PM
11	Franklin Clark	2/9/2018 11:55 AM