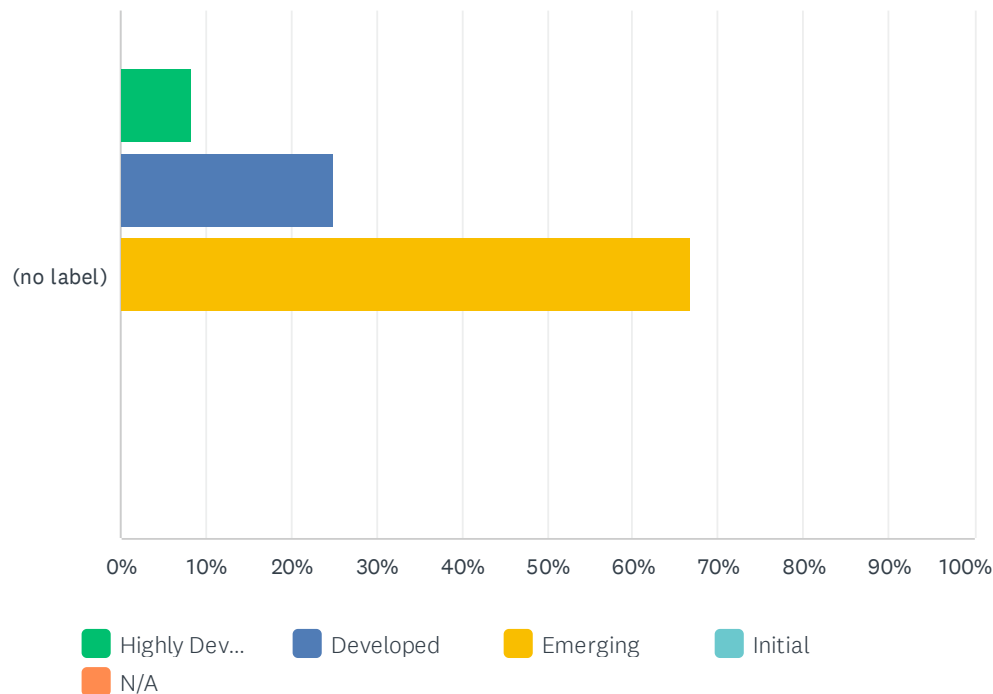


**Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS**

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: 12 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	25.00%	66.67%	0.00%	0.00%	12	2.42
	1	3	8	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Proactive to reaching the goals and are using KCC resources to help.	5/17/2024 12:44 PM
2	It's exciting to see that some goals have been met and that some are in process and close to being met. Work is being done to develop a pipeline from KCC to OSU's Geography and Geospatial Science BS and Environmental Science BS.	5/13/2024 11:49 AM
3	This program appears to have high aspirations, but suffers from divergent and from goals that are fragmented and aim in different directions. It is difficult to achieve goals under such circumstances.	4/22/2024 11:19 AM
4	Multiple linked goals, with admirable high achievement bars. Need more information about timeline of completed actions, and forecasts for future actions. A concise explanation is needed regarding how students will benefit from KCC certification as a forensic laboratory, processing sheriff's department forensics samples. Are these lab exercises only? Will the college (and the students doing the work) be paid for providing a service? Will the results be used as court evidence (legal liabilities for the college and students)?	4/22/2024 11:18 AM
5	Future-focused goals are listed, many of which started then waiting for progress with Marshall	4/19/2024 10:10 AM

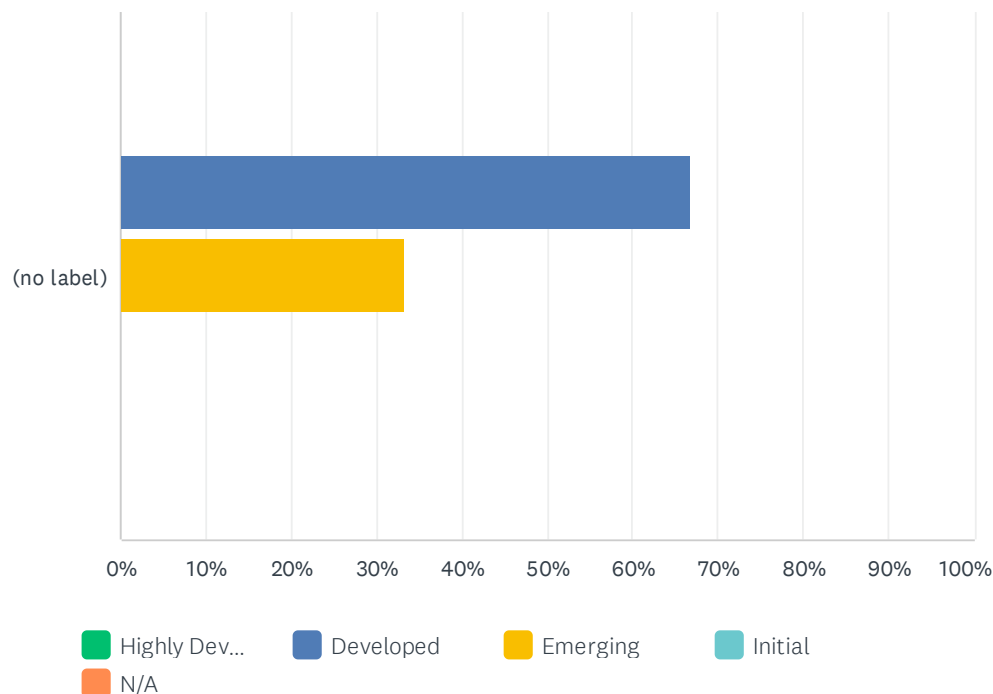
## Laboratory Tech Instructional Program Review

University, SOU, and the Oregon State Police Forensic Services Division. While all great visionary ideas, are they all obtainable? Did the grant get approved for the new technology? Do we have an alternate funding source?

6	The goals for creation and set up of the program are well underway. The enrollment struggles have made meeting some of the goals a challenge.	4/19/2024 7:53 AM
7	Some goals accomplished. Expensive technology. Unrealistic aspirations of being approved for crime lab work. Technology is too expensive; accreditation is too complex and not feasible.	3/29/2024 4:11 PM
8	Significant details were provided in this segment, including substantial responses regarding the goals met and why others were not.	3/26/2024 1:21 PM
9	The review shows progress toward goal achievement.	3/26/2024 10:07 AM
10	It seems like there's a lot here that is contingent on external factors and would benefit from more definition and set "achieve by date" goals, or at least relative timelines for completion where components are still in progress (i.e. the accreditation by ASCLD), formalized partnership with with Oregon Forensic Services, articulations with other IHE (as SOU is evidently not proceeding?)	3/25/2024 6:10 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: 12 Skipped: 0



## Laboratory Tech Instructional Program Review

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	66.67%	33.33%	0.00%	0.00%		
	0	8	4	0	0	12	2.67

#	COMMENTS/FEEDBACK:	DATE
1	Very detailed examples of the labor market within the local community and without.	5/17/2024 12:44 PM
2	Clear understanding of labor market demonstrated via numerous data sets for jobs in field.	5/13/2024 11:49 AM
3	The labor market analyses provided do not appear to show a robust job market at the Associate's level.	4/22/2024 11:19 AM
4	Job market demand data provided, with lower projections overall locally.	4/22/2024 11:18 AM
5	The labor projection on local area was on the lower side for this field. Much larger growth across East Cascades and Oregon.	4/19/2024 10:10 AM
6	The jobs appear to be wide in scope and varied by experience and education.	4/19/2024 7:53 AM
7	Most employment options would require a bachelor's degree. Students most likely to transfer.	3/29/2024 4:11 PM
8	LMI examples for East Cascades and Oregon are clearly identified, as is the reference that local demand has fallen...however the only action noted in this section was a reference for the need for increased marketing.	3/26/2024 1:21 PM
9	Data shared in the review indicates there is job growth projected in our region and other parts of the state. Anecdotal information is shared about the local CWE work but there is not a defined plan in the review that connects program students with the potential jobs available.	3/26/2024 10:07 AM
10	Data was presented, though opportunities seem limited outside of a specific spectrum. As efforts begin to focus on outreach, marketing, and recruitment, I would definitely zero in on the fields experiencing the most significant growth and allow the others (Food Science Technician) to remain on the peripheral. Additionally, while likely a matter of timing, I didn't see specific open listings for allied positions with any of the advisory/community partners referenced (which just makes me feel like there may be additional opportunities to explore).	3/25/2024 6:10 PM
11	Are these jobs located in the Klamath Basin? Would graduates likely have to move?	3/20/2024 2:44 PM

**Q3 RESOURCES: PROFESSIONAL DEVELOPMENT**

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

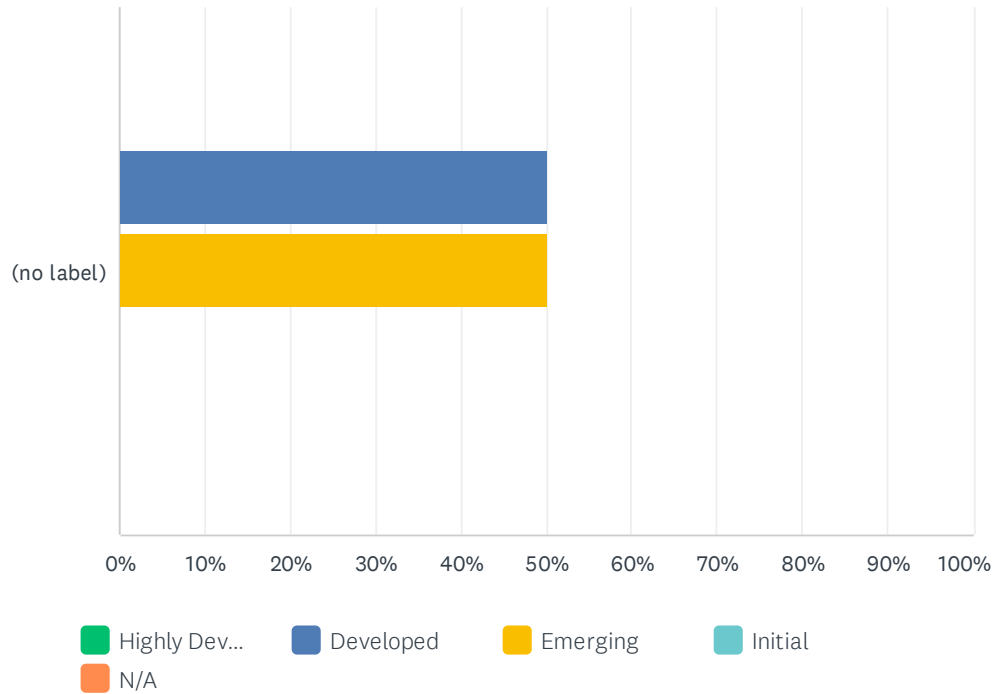
**Developed:** Exhibits support of regular professional development opportunities.

**Emerging:** Evidence of intermittent professional development opportunities.

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

Answered: 12    Skipped: 0

## Laboratory Tech Instructional Program Review

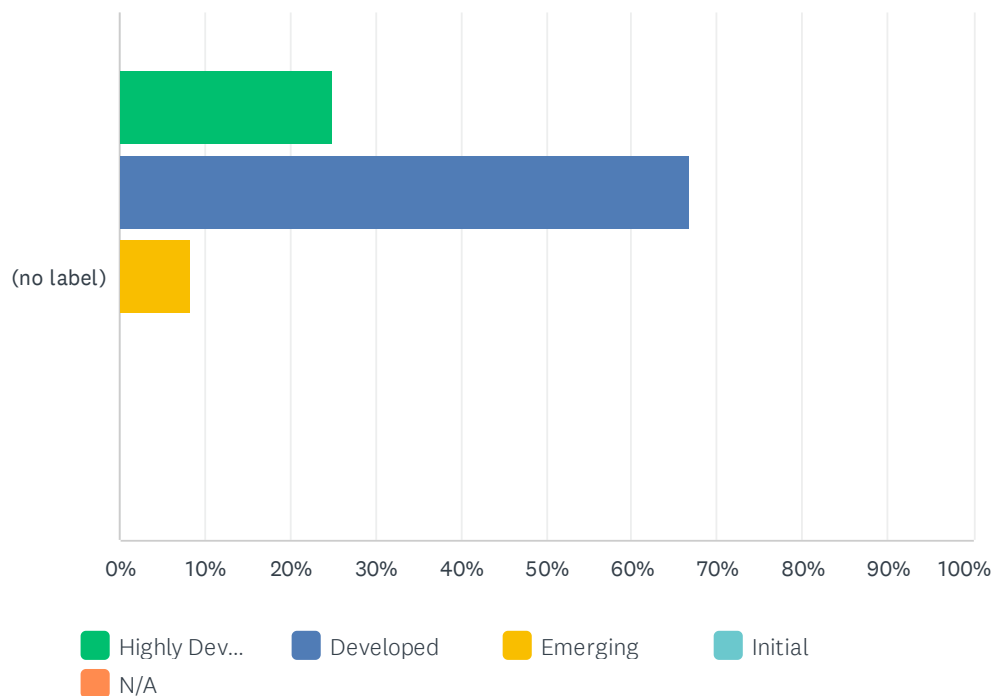


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	50.00%	50.00%	0.00%	0.00%		
	0	6	6	0	0	12	2.50

#	COMMENTS/FEEDBACK:	DATE
1	There are a lot of opportunities for professional development that can be access by all faculty that does not always require travel. 20 Minute Mentors, Online Learning Consortium, Oregon Community College Distance Learning Association conferences/webinars, Quality Matters webinars/training, etc.	5/17/2024 12:44 PM
2	Some evidence of professional development. Nothing mentioned about Dr. McVay. Perhaps, noting how her recent roles prior to KCC could provide a fuller understanding of professional development of the faculty in the program.	5/13/2024 11:49 AM
3	Faculty in areas related to this program, appear to participate in professional development that may or may not directly relate to this program's aspirations.	4/22/2024 11:19 AM
4	There is mention of a contingency plan needed if Dr. Mann leaves, I assume that is in the works?	4/19/2024 10:10 AM
5	Faculty are highly qualified.	4/19/2024 7:53 AM
6	Staff have participated in relevant professional development opportunities.	3/29/2024 4:11 PM
7	Professional development identified for Eleazar and Barbara's membership showed direct connection to how they impacted instruction and program design.	3/26/2024 1:21 PM
8	Instructional staff meets or exceeds the standards required but it is not clear, in the review, if there is a fully developed professional development plan in place or any tracking of PD activities for all staff.	3/26/2024 10:07 AM
9	There is evidence existing instructional support are well qualified to teach to content. What's not as clear is any type of goal setting for uniformity, continuing education, or direct linkage to program outcomes (i.e. are instructors invited to audit Law Enforcement trainings that may have bearing on content/technological approaches?)	3/25/2024 6:10 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: 12 Skipped: 0



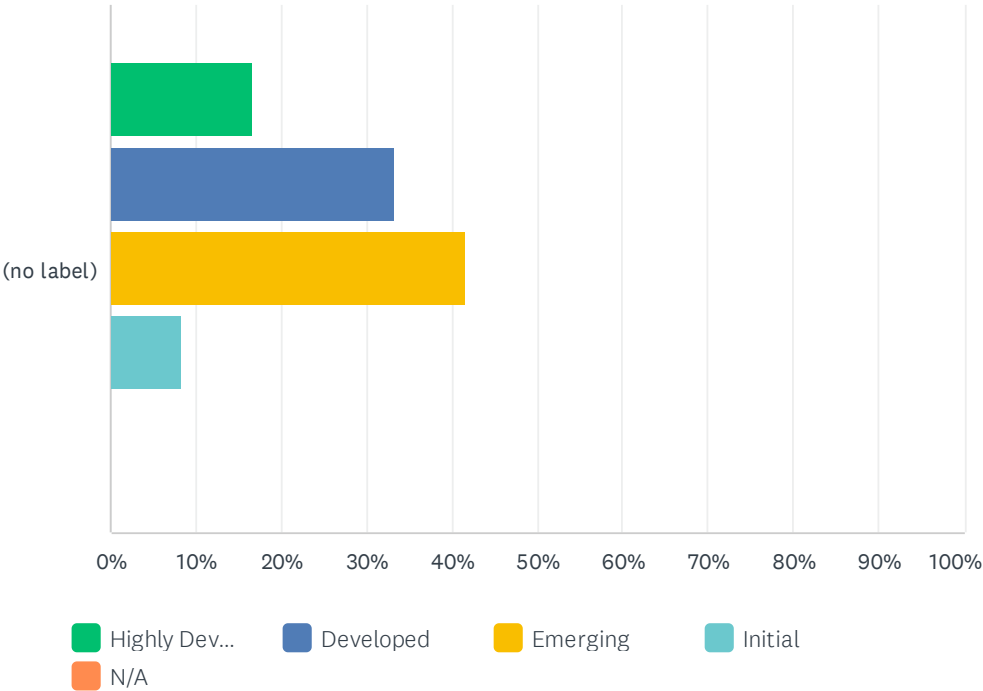
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	8.33%	0.00%	0.00%	12	3.17
	3	8	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Great instructors. Highly qualified, including adjuncts.	5/17/2024 12:44 PM
2	Qualified faculty from diverse educational and career backgrounds.	5/13/2024 11:49 AM
3	While there are sufficient faculty available, it is not clear that they are dedicated to or on board with the aspirations of this program as described in this document.	4/22/2024 11:19 AM
4	Recognizes need for plan when Dr. Mann ends her adjunct services to the college.	4/22/2024 11:18 AM
5	When discussing the percentage received on assessments, do we know how many were returned? Feedback from 1/4 of the class or less?	4/19/2024 10:10 AM
6	Faculty are highly qualified.	4/19/2024 7:53 AM
7	Creation of a contingency plan to address the potential of Barbara not returning is significant.	3/26/2024 1:21 PM

8	This topic was not answered directly in the review but it appears the faculty is meeting the instructional needs of the program and the instructors are all well qualified.	3/26/2024 10:07 AM
9	From the review, it looks like the expansion of the overall program to its full potential would benefit from one additional full-time faculty member	3/25/2024 6:10 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: 12    Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	33.33%	41.67%	8.33%	0.00%	12	2.58
	2	4	5	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Need for current Genetic analyzer, but otherwise the program seems to have what they need.	5/17/2024 12:44 PM
2	I don't see anything about the OSHA visit. Should that have been discussed: reason for visit, what KCC did to prepare for visit, any preliminary findings?	5/13/2024 11:49 AM
3	This program is as stated "saturated" with equipment of a caliber above and beyond the current capabilities of program staffing and enrollment. The potential exists for high aspirations, appropriate for a Bachelor's level. The continued need for this level of equipment depends entirely on obtaining cooperative work experience agreements for students, marketing/recruitment efforts to increase enrollments, and a clearly defined advising plan for	4/22/2024 11:19 AM

## Laboratory Tech Instructional Program Review

students to follow that would be easily understood by non-specialist advisors. Without these in place, the utility of the advanced equipment is unclear.

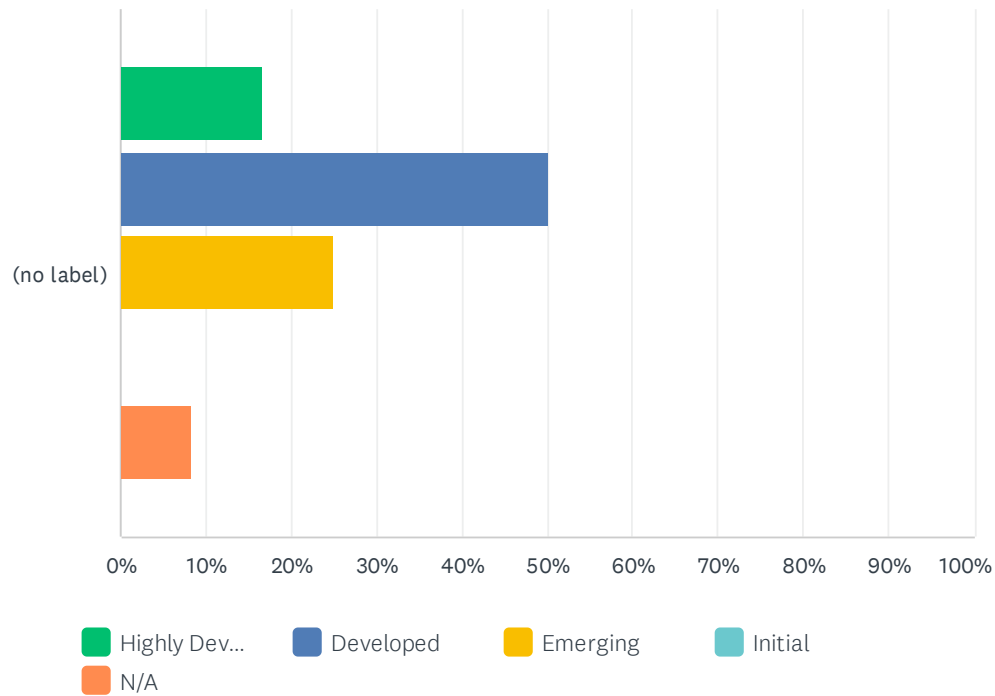
4	Good work in being cognizant of life expectancy of current genetic analyzer, and plan to update unit.	4/22/2024 11:18 AM
5	There was mention of needing the newer GeneStudioS5 system to keep up with technologies and stay state-of-the-art for our students. This is pending a grant application.	4/19/2024 10:10 AM
6	Equipment appears to be meeting the current need, but may need expensive updates in the future.	4/19/2024 7:53 AM
7	Only a cursory exploration of facilities, equipment, supplies and resources was provided.	3/29/2024 4:11 PM
8	It was clearly noted that facilities and equipment meet current and future needs at this time, with the exception of the GeneStudio S5 Genetic analyzer update needed within the next five years.	3/26/2024 1:21 PM
9	Facilities and equipment are ranked as meeting the need and being high quality.	3/26/2024 10:07 AM
10	An aging piece of equipment is referenced along with anticipated plans to seek a replacement through potential grant funding. The key to success feels like working to ensure the new equipment is in sync with what students are likely to encounter in their respective fields. In other words, does the proposed new analyzer sufficiently meet the standards of training for potential partners like the County or State Police?	3/25/2024 6:10 PM
11	How much money is needed to replace hi-tech DNA analyzers/equipment? It would be helpful to have budget projects for next 5-10 years and an estimate of how long each investment might last.	3/20/2024 2:44 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: 12   Skipped: 0

## Laboratory Tech Instructional Program Review



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	50.00%	25.00%	0.00%	8.33%		
	2	6	3	0	1	12	2.91

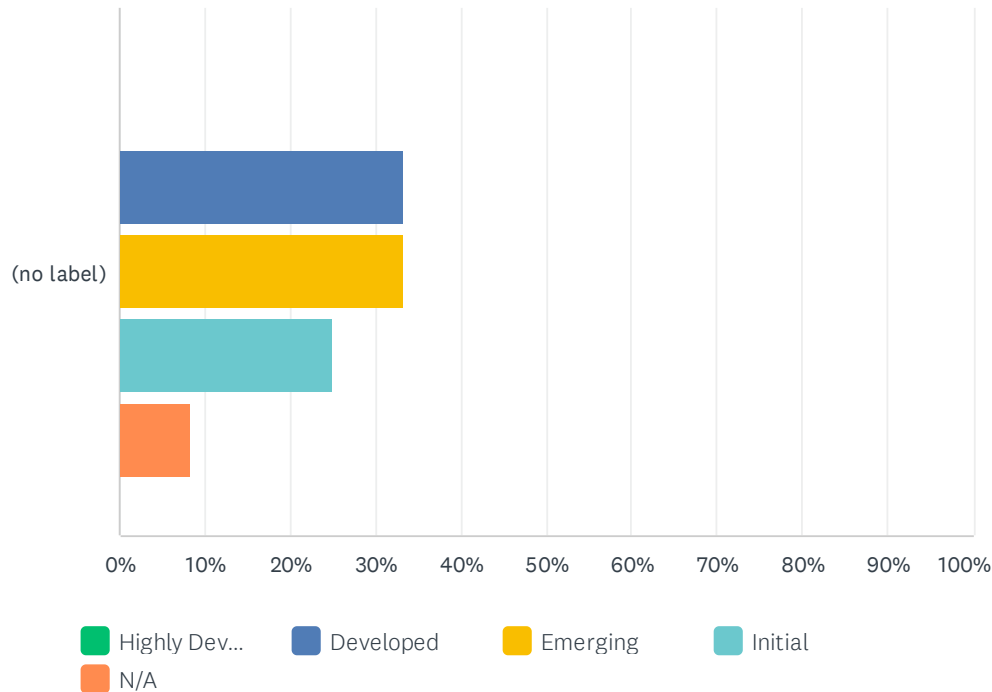
#	COMMENTS/FEEDBACK	DATE
1	Changes needed for the program are in progress. Implementation has not taken place yet.	5/17/2024 12:44 PM
2	Assessment of CLOs taking place. Limited description of how data is being used to make changes in curriculum. Report states: "Additional efforts were implemented to provide the students with expectations earlier and provide succinct videos for asynchronous delivery." How did team come to this decision? Has the change been assessed over the last 5 years, and, if so, what were the results?	5/13/2024 11:49 AM
3	Courses are adequately assessed for student learning accomplishment	4/22/2024 11:19 AM
4	The proficiency assessment range was given (74 to 100%), but not whether the goal of 80% was met for the percentage of students reaching a proficiency of 90% or better. Great use of advisory committee input.	4/22/2024 11:18 AM
5	There is significant overlappingness of curriculum between the Lab tech courses and AS degree.	3/29/2024 4:11 PM
6	Assessment is clearly in place and several examples were provided of how these assessments were used to adjust instruction.	3/26/2024 1:21 PM
7	The outcomes data appears to be positive and available but I did not feel it was presented well in the review document. The close working relationship with the advisory committee is really good and their input is taken and utilized.	3/26/2024 10:07 AM
8	I had difficulty navigating the links to the relevant data, which conceivably could have been provided as table reference in the appendices rather than links to reports where the references had to be entered by hand.	3/25/2024 6:10 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: 12 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	33.33%	33.33%	25.00%	8.33%	12	2.09
	0	4	4	3	1		

#	COMMENTS/FEEDBACK:	DATE
1	Marketing is needed to sell the program and increase enrollment. Marketing has been contacted for help, but there are other opportunities (flyers, Visix screens, Canvas banners) to help with creating awareness of the program. Asking for a helping hand from other departments will benefit the program.	5/17/2024 12:44 PM
2	Limited data and discussion in this section. Needs to be fully assessed. Clearly identifies faculty workload as barrier to recruitment and enrollment. The link in section 4B.II didn't produce data. It would have been helpful if author added data to report and analyzed it for reader. Good work is being done to adapt courses based on student feedback.	5/13/2024 11:49 AM
3	While the program analyzes trends in enrollment, and completion rates, there is little in the way of plans to address critical issues.	4/22/2024 11:19 AM
4	No trends given in degrees awarded and time-to-completion rates. Further analysis needed to determine all factors behind low enrollment trends.	4/22/2024 11:18 AM
5	Marketing is mentioned as a weakness, as enrollment is low. I do think improved transferability will help increase interest in the program. Job placement data would be nice, if	4/19/2024 10:10 AM

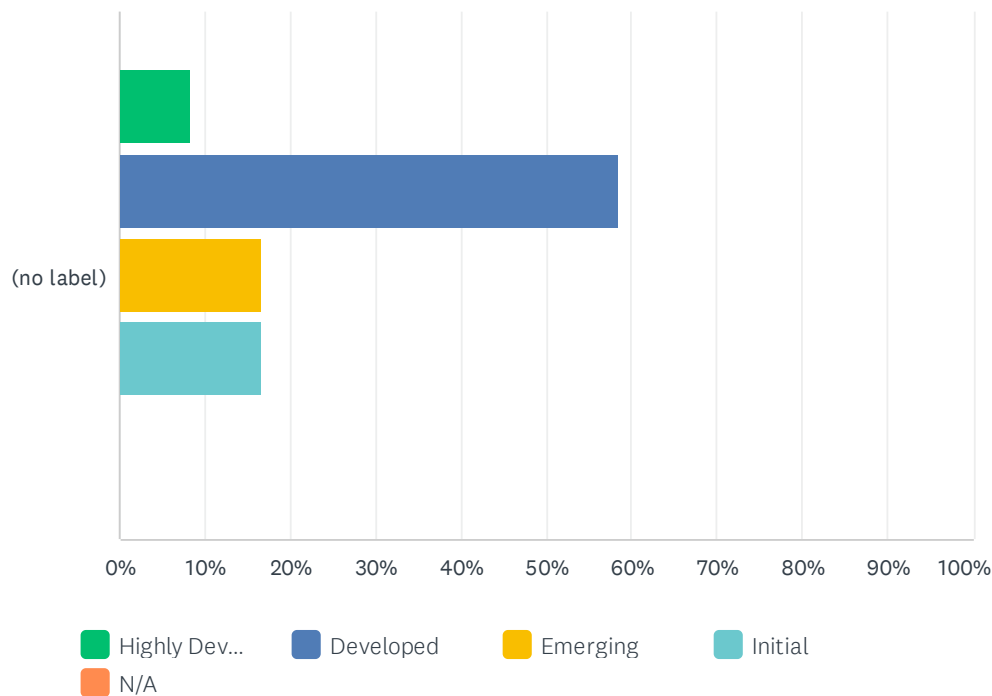
## Laboratory Tech Instructional Program Review

we could find a way to gather some of that information.

6	Examples of assessment of student learning provided.	3/29/2024 4:11 PM
7	Unfortunately limited information was provided in this section; no trends or plans were identified under 4B.II. (perhaps the writer of the document misread that section heading?). Again, lack of marketing was identified as the only "plan" related to addressing enrollment trends.	3/26/2024 1:21 PM
8	Enrollment is defined as a weakness to be addressed. There isn't much detail on the number of degrees awarded or the time needed to complete the program. Student engagement and satisfaction is high based on the course evaluations.	3/26/2024 10:07 AM
9	I had difficulty navigating the links to the relevant data	3/25/2024 6:10 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: 12 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	58.33%	16.67%	16.67%	0.00%	12	2.58
	1	7	2	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	There was no information regarding the budget for the department (needs or if it is sufficient). Although there is reference to being enough funds for supplies and instruments for the labs.	5/17/2024 12:44 PM
2	Course fees are listed as main source of support to offset costs. Are there grants or other	5/13/2024 11:49 AM

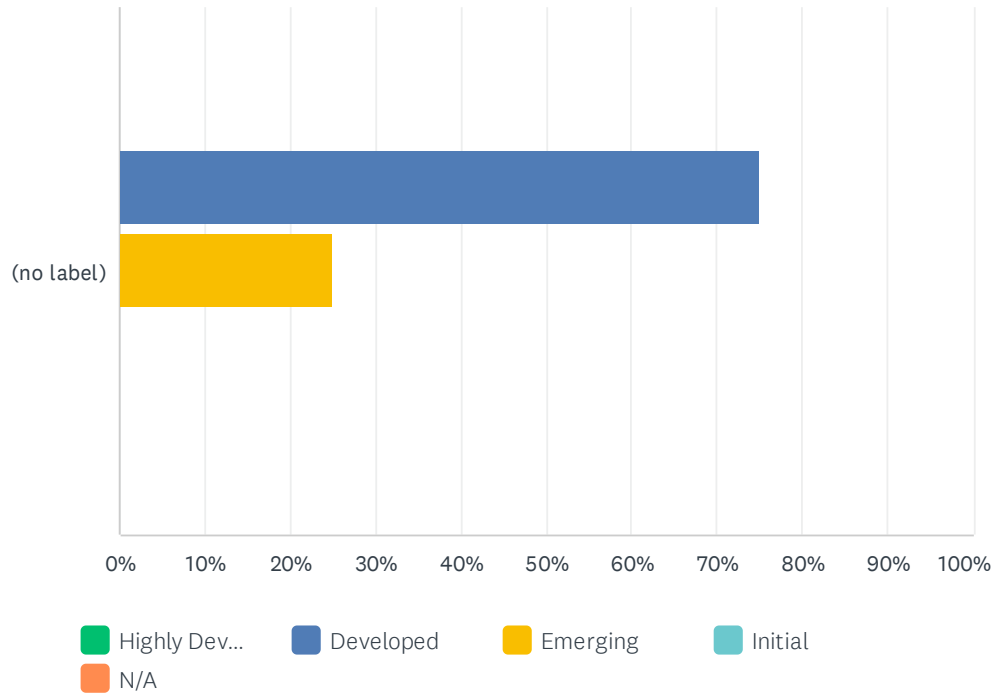
## Laboratory Tech Instructional Program Review

	sources of funding available?	
3	Funding utilizes grants, however there are concerns related to factors other than funding. The statement is made in the analysis that online courses are not in the best interest of the students, but that is where the demand is, is in the online environment. The statement is further made that well prepared , disciplined students will succeed in this environment. There needs to be some sort of compromise made, perhaps with prerequisites, to attract these well prepared and disciplined students. It may not be sufficient to hope for better marketing for this specific program.	4/22/2024 11:19 AM
4	Information provided focused on academic challenge (for which there is already a lab fee solution in place). No discussion provided regarding budget concerns or plans to address future equipment upgrades.	4/22/2024 11:18 AM
5	The number of registrations in overall Gen Ed Science has suffered a downward trend the last two years. This raises the questions as to why since our enrollments have not shown the same trend.	4/19/2024 10:10 AM
6	This program is nestled well inside of the General Education Science area. This program has low impact on the budget since most of the programming falls inside of things we already do.	4/19/2024 7:53 AM
7	Lab tech is included in the general science budget.	3/29/2024 4:11 PM
8	It was clearly noted in the report that the budget is sufficient.	3/26/2024 1:21 PM
9	The program budget is wrapped up in the Gen Ed Science budget and it is not clear to me how the program itself is functioning within that budget. The department budget shows a downward trend in the CMA data. It is not clear how the Lab Tech program is managing its budget.	3/26/2024 10:07 AM
10	I appreciate the blended nature of the reference provided, but difficult to provide an informed program analysis without frame of the individual components	3/25/2024 6:10 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: 12   Skipped: 0

## Laboratory Tech Instructional Program Review



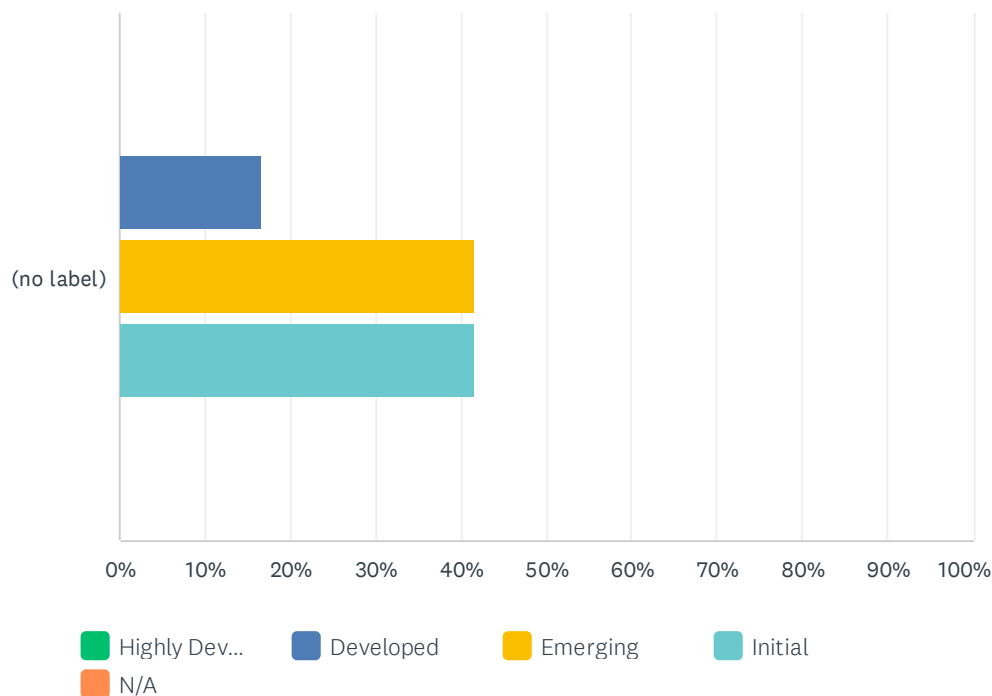
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	75.00%	25.00%	0.00%	0.00%		
	0	9	3	0	0	12	2.75

#	COMMENTS/FEEDBACK:	DATE
1	Strengths The program was able to use existing courses. Works in conjunction with Criminal Justice program. Works to help students achieve CJ pathways and certificates Weakness Need help form Marketing, Advising, and Financial Aid Need for awareness of the program (why should a student take the program?) Need to understand that other departments are there to help, it just takes an ask	5/17/2024 12:44 PM
2	Have you addressed the advising issue? If so, what was the outcome?	5/13/2024 11:49 AM
3	Strengths and weaknesses are described, although they tend to be somewhat hidden by the highly aspirational language.	4/22/2024 11:19 AM
4	Outside forces impacting the program are described, and not weaknesses of the program. What gaps in the program are allowing them to be impacted by outside forces?	4/22/2024 11:18 AM
5	Very well articulate strengths and weaknesses, with good insight.	4/19/2024 10:10 AM
6	The review has realistic notes of strengths and weaknesses.	4/19/2024 7:53 AM
7	Most of the information provided related to general science and not the lab tech program. This program has low enrollment.	3/29/2024 4:11 PM
8	An array of program strengths were noted, though there was no reference to the commitment and talent of the faculty (which is significant and well-recognized across campus). It was also noted earlier in the report that KCC has a strong foundation of technology and equipment related to this program. The content related to weaknesses was a bit unclear...if the first-time advising has been consistently incorrect, how is this being addressed? Does Student Services have a very specific list of first-term courses that are recommended? Why is this happening? Other than perhaps some students taking a couple extra courses, what is the direct connection to financial aid? Are items required for this degree that financial aid does not cover? Unfortunately some additional detail would have been helpful here.	3/26/2024 1:21 PM
9	Strengths are, job prospects are growing, the lead and instructors are passionate and engaged, and the design utilizes a large number of general education classes as part of the degree path.	3/26/2024 10:07 AM

Weaknesses identified include a lack of marketing to attract students to the program and the frustration some students experience when not advised on the proper course choices to fulfill the degree.

**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: 12 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	16.67%	41.67%	41.67%	0.00%	12	1.75
	0	2	5	5	0		

#	COMMENTS/FEEDBACK:	DATE
1	New goals were created (focus on student success) and are in process.	5/17/2024 12:44 PM
2	It's not clear how goals are tied to strategic plan. Great connection back to Advisory Committee input. What is the plan for implementing the Advisory Committee input? How does assessment data influence these goals and plan? Goals/needs stated. Plan needs to be fleshed out.	5/13/2024 11:49 AM
3	New goals as explained are very basic and do not address some of the fundamental needs of the program in order to succeed. Such as, even if marketing were engaged highly with this program, advising these students seems to rely solely on one instructor. An improvement plan for this program needs to include making changes so students interested in this program can be accurately advised by non-expert advisors	4/22/2024 11:19 AM
4	This was underdeveloped. Goals listed are related to the previously stated program	4/22/2024 11:18 AM

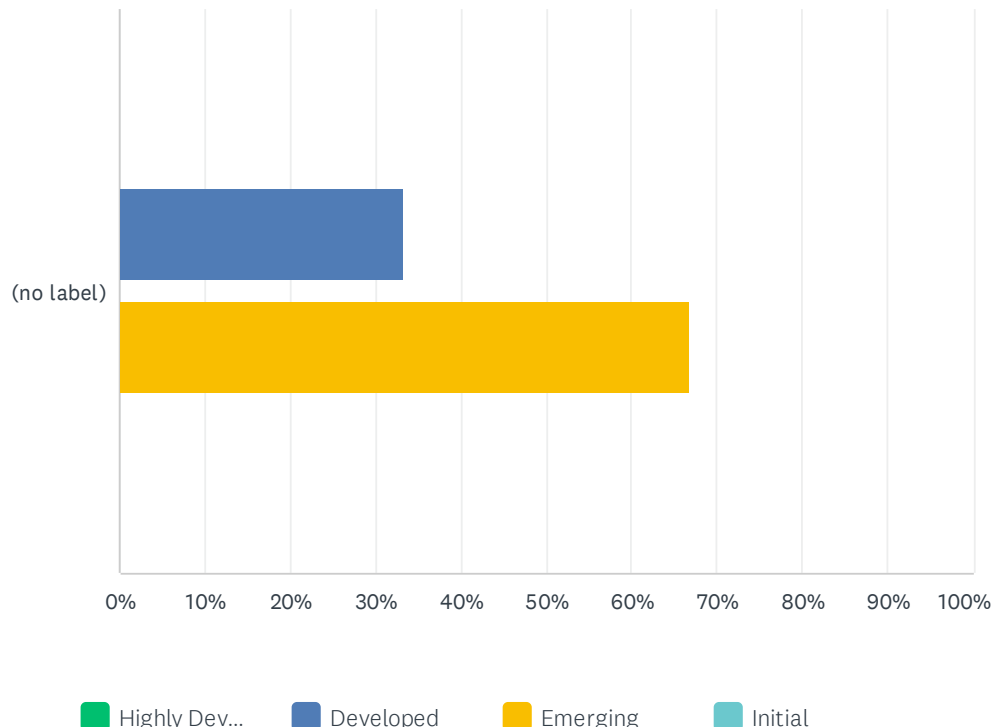
## Laboratory Tech Instructional Program Review

weaknesses, not the program's current Strategic Plan. They do not acknowledge any of the previously unmet goals. New goals do not include a planning process nor assessment data, and none are linked to or similar with to those in the program's online Strategic Plan.

5	New goals have definable outcomes that came be made and plans that can be created.	4/19/2024 10:10 AM
6	Some goals were provided.	3/29/2024 4:11 PM
7	Unfortunately this section was a bit confusing...the three items noted in the report related to marketing, identifying students early on, and facilitating curricular changes do not match the goals I reviewed when I clicked on the link to the Strategic Plan. The goals on the Strategic Plan include good detail, though are limited in regard to timelines and measurements. It is not clear to me if the three listed on the report are fully represented in the ones noted in the Strategic Plan.	3/26/2024 1:21 PM
8	Issues were identified but no solutions or suggested paths were offered to attain any goals.	3/26/2024 10:07 AM
9	Lacks details, outcome/metrics associated goals, timelines, specific alignment with strategic initiatives, previously referenced capacity for expanded community partnership, recruitment of faculty staffing identified earlier in the analysis, and so on.	3/25/2024 6:10 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: 12 Skipped: 0



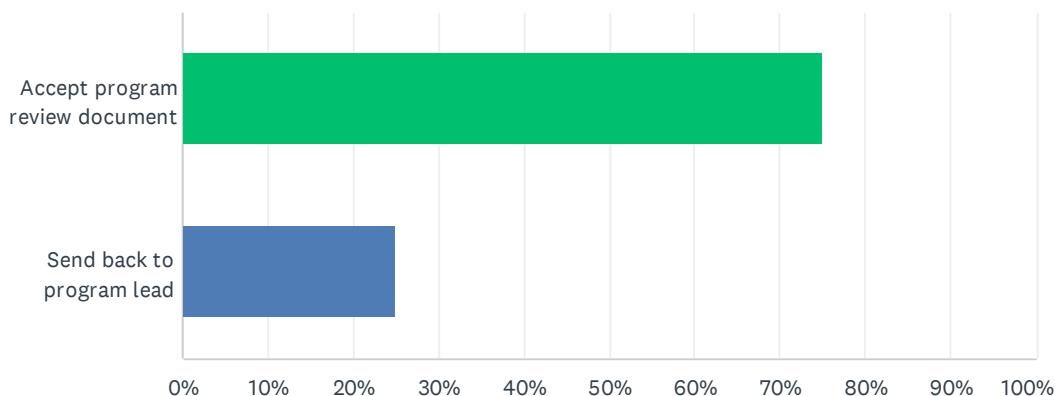
## Laboratory Tech Instructional Program Review

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	33.33%	66.67%	0.00%		
	0	4	8	0	12	2.33

#	COMMENTS/FEEDBACK:	DATE
1	The program still needs some work, but there are some plans in place. It would be beneficial to use all resources available at the college.	5/17/2024 12:44 PM
2	Overall program evaluation needs more analysis and evidence.	5/13/2024 11:49 AM
3	I find this part of the evaluation very difficult to write. The program is lead by a highly talented and ambitious individual whose aspirations exceed one person's ability to pull all the strands together. The Review is well done and should be accepted, but an Improvement plan will need to be more thorough, deeply incisive (willing to cut) and thoughtful than usual.	4/22/2024 11:19 AM
4	More analysis and planning needed to develop focus toward incremental goal achievement.	4/22/2024 11:18 AM
5	Strong planning examples were provided in several areas but not in others.	3/26/2024 1:21 PM
6	A mixed bag. The alignment with Gen Ed Sciences department shows a thoughtful approach. I don't get the feeling the data is being analyzed and applied to potential solutions. A clearer plan for moving forward needs to be developed.	3/26/2024 10:07 AM

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

Answered: 12   Skipped: 0



ANSWER CHOICES	RESPONSES	
Accept program review document	75.00%	9
Send back to program lead	25.00%	3
TOTAL		12

**Q13 Please highlight the strengths of the program.**

Answered: 12   Skipped: 0

## Laboratory Tech Instructional Program Review

#	RESPONSES	DATE
1	Good instructors, work towards goals.	5/17/2024 12:44 PM
2	Strong faculty, effort to meet community workforce needs.	5/13/2024 11:49 AM
3	A highly ambitious lead faculty and possessive advisory group, counterbalanced by the program weaknesses	4/22/2024 11:19 AM
4	Use of advisory committee input.	4/22/2024 11:18 AM
5	Program Design	4/22/2024 6:57 AM
6	There is strong long term vision and a desire to see success for the students.	4/19/2024 10:10 AM
7	Dedication to provide meaningful instruction for students pursuing Laboratory Technology.	4/19/2024 7:53 AM
8	Talented Science faculty. Enthusiastic program lead.	3/29/2024 4:11 PM
9	Tremendous faculty, clear energy and enthusiasm by the faculty for this program, extremely strong support provided by Advisory Committee, solid use of technology and equipment that adds to growing reputation of this program degree. Extremely strong local, state, and national partnerships.	3/26/2024 1:21 PM
10	Passion for the program and potential job placement in the region.	3/26/2024 10:07 AM
11	Faculty (and commitment), potential for growth	3/25/2024 6:10 PM
12	-Strong demand for jobs -Strong transferability to OSU, important for the full certificate development -High potential for collaboration with sheriff on cold cases -Lecture-labs have been migrated to traditional lectures / labs for greater transferability	3/20/2024 2:44 PM

### Q14 Please outline weaknesses of the program.

Answered: 12   Skipped: 0

#	RESPONSES	DATE
1	It appears there are expectations that other departments should know their needs, however, it would be beneficial for the program stakeholders to reach out for help to ensure awareness of the program.	5/17/2024 12:44 PM
2	When assessment data is lower, clear plan for improving addressing assessment data is not used (or at least not explained in program review).	5/13/2024 11:49 AM
3	aspirations that appear to be far beyond the typical associate's level. If the industry typically recognizes a bachelor's degree, this program will face continual headwinds. Marketing is an insufficient explanation, although it is valid, for this program's woes.	4/22/2024 11:19 AM
4	Not enough evidence of job market demand.	4/22/2024 11:18 AM
5	Lack of marketing	4/22/2024 6:57 AM
6	Low enrollments. Curriculum changes may have an impact on students. Lacking funding for new equipment.	4/19/2024 10:10 AM
7	Is there a true demand in our community for this program? With enrollment numbers being low, the program struggles to show viability. The benefit is that the program causes little extra cost since many of the classes in the program are needed for other programming at the college.	4/19/2024 7:53 AM
8	Program has low enrollment. Time, energy and college resources might be better utilized with a transfer option.	3/29/2024 4:11 PM
9	Advising and marketing are significant to the success of any program; concerns around these components were identified in many places throughout the report.	3/26/2024 1:21 PM
10	Lacks a clear plan for moving forward.	3/26/2024 10:07 AM



## Laboratory Tech Instructional Program Review

11	There are opportunities for clarity around specific outcomes that could be enhanced. A number of prior goals seemed to still be in progress without specific successes to be able to reference (might be circumstantial), NEW goals are entirely too broad and need associated metrics, anticipated outcomes, timelines, and better linkage to KCC Strategic Initiatives	3/25/2024 6:10 PM
12	-Marketing is the #1 Challenge; recruitment is low -Unknown length of how long expensive equipment lasts...and how rapidly new technology emerges that replaces it	3/20/2024 2:44 PM

### Q15 Please make recommendations for program improvement.

Answered: 12   Skipped: 0

#	RESPONSES	DATE
1	Same as 14. Ask for help!	5/17/2024 12:44 PM
2	In planning process, consider trying to weave assessment findings with Advisory Committee and student feedback in planning. Perhaps, flesh out analysis and planning annually so that it builds. If already doing that, perhaps spend more time in report to explain those things. Excellent faculty team. There is a lot of potential for this program. I wish you best as you continue to develop it.	5/13/2024 11:49 AM
3	An improvement plan that is willing to take bold steps that may be contrary to the Lead's hopes and advisory group's ownership. There need to be changes that involve online access to some or many classes; there need to be changes that streamline the program's multi-faceted career paths, and changes that make it possible for the program to flourish under the available faculty's time and abilities.	4/22/2024 11:19 AM
4	Work needs to focus on ASCLD accreditation, and essential course changes as stated.	4/22/2024 11:18 AM
5	Create relationships with the employers that would hire students completing the program.	4/22/2024 6:57 AM
6	Advisory committee recommended replacing CGS100 and CAS133/L with CHE241-243 but they have a prereq of CHE104-106 which are not in the degree and would not be covered by financial aid for the student.	4/19/2024 10:10 AM
7	Headcount in the program will be important for sustainability.	4/19/2024 7:53 AM
8	Should be an AS emphasis and not a standalone AAS degree.	3/29/2024 4:11 PM
9	Completion of the contingency plan related to staffing, continue to address advising and marketing needs. Perhaps increased connections with other programs that have even indirect relationships? For example, does the HIM program lead know how/when to recommend this program to students? Is there a strong relationship with the KCC Career Center?	3/26/2024 1:21 PM
10	Develop a clear and realistic plan that addresses missing components, increases enrollment, and connects graduating students with jobs in the field.	3/26/2024 10:07 AM
11	As above, there's a LOT of potential for significant impacts, but I struggled to find a "program identity" that stood out from KCC's broader programming in its scientifically aligned degree/pathways, and dynamic partnerships (i.e. with SkyLakes). I am recommending a "pass" b/c I absolutely believe in the ability to grow it, but strongly encourage an analysis and comprehensive plan be developed to address things like how to train advisors to be advocates as you look at effectiveness over the next five years.	3/25/2024 6:10 PM
12	-Conduct focus group interviews, in coordination with marketing, to target new audiences for recruitment. This might also help understand the low male recruitment. -Connect with associations/professional networks to understand recruitment issues and how to improve	3/20/2024 2:44 PM

### Q16 Please enter your name.

Answered: 12   Skipped: 0

## Laboratory Tech Instructional Program Review

#	RESPONSES	DATE
1	Edis	5/17/2024 12:44 PM
2	Monika Bilka	5/13/2024 11:49 AM
3	Tom Nejely	4/22/2024 11:19 AM
4	Holly Owens	4/22/2024 11:18 AM
5	Rick Ball	4/22/2024 6:57 AM
6	Nannette	4/19/2024 10:10 AM
7	Bill Jennings	4/19/2024 7:53 AM
8	Jamie Jennings	3/29/2024 4:11 PM
9	Linda Williamson	3/26/2024 1:21 PM
10	Charles Massie	3/26/2024 10:07 AM
11	Peter Lawson	3/25/2024 6:10 PM
12	Sam Kauffman	3/20/2024 2:44 PM