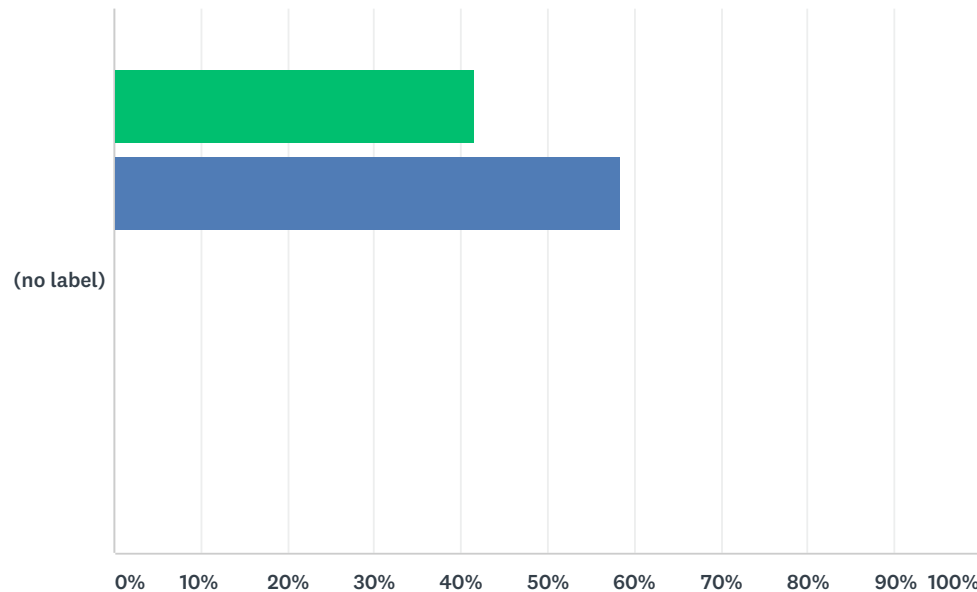


Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS Highly Developed: Exhibits ongoing and systematic evidence of goal achievement. Developed: Exhibits evidence of goal achievement. Emerging: Exhibits some evidence that some goals have been achieved. Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 12 Skipped: 0



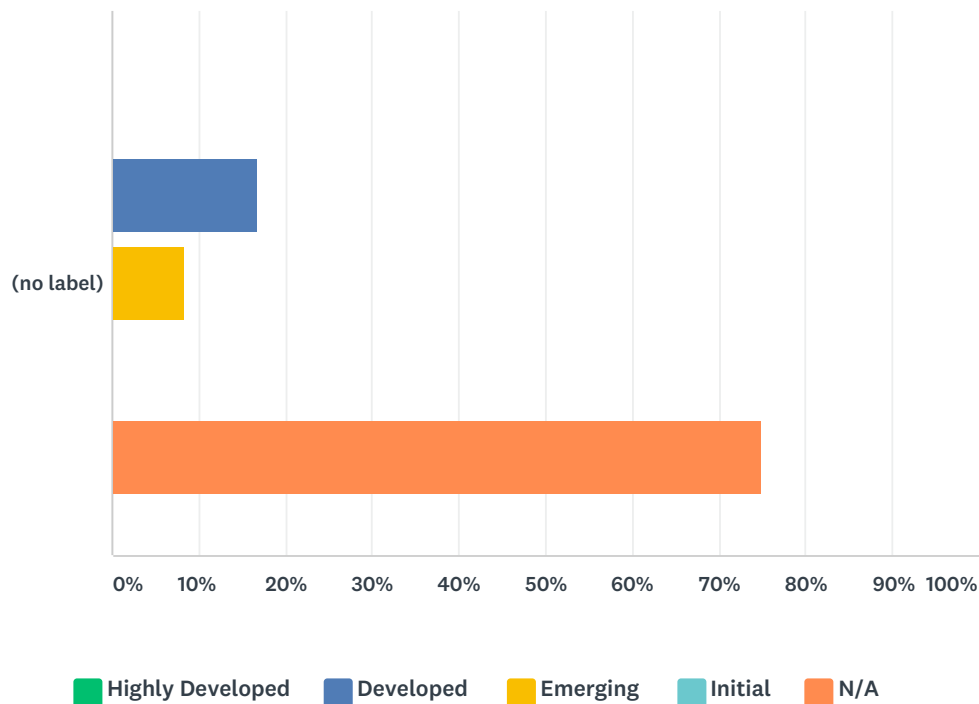
Highly Developed Developed Emerging Initial N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	12	3.42
	5	7	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The did a good job demonstrating how they are working on their goals.	12/10/2019 3:57 PM
2	The program review exhibits well documented goals from their strategic plan, and the progress associated with each plan.	12/6/2019 11:20 PM
3	Exhibits evidence of some goal achievement and ample evidence that a lot of progress has been made in achieving stated goals. Appears many goals have been partially met.	12/6/2019 8:18 PM
4	OSHA approved, money to good use, etc.	12/6/2019 6:34 PM
5	The completion of the inventory system Qwartzy is a great example of many goals being met or currently underway.	12/6/2019 6:05 PM
6	They recognize what they need to do, and have very thorough plans in progress to accomplish the goals.	12/5/2019 11:49 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

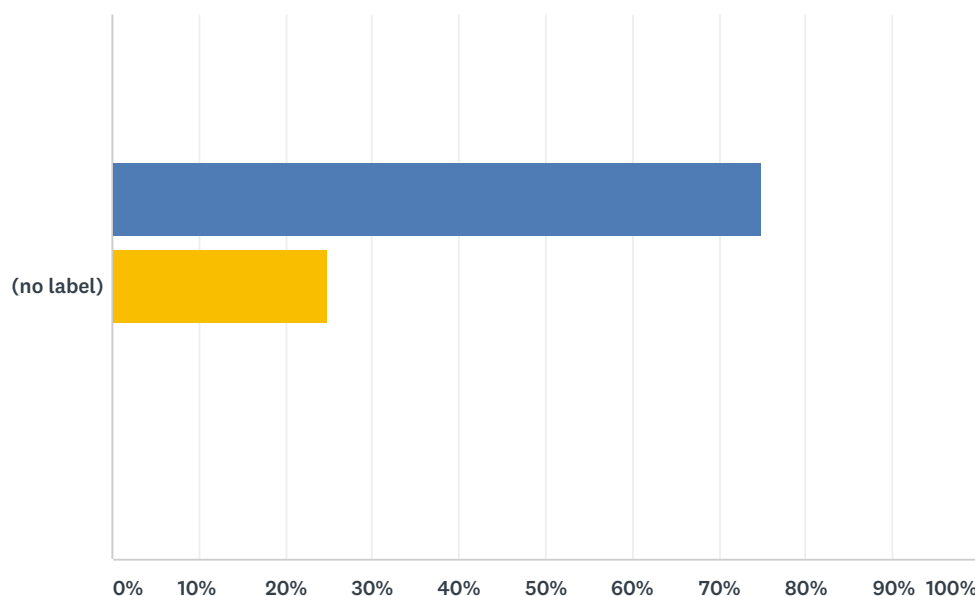


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	16.67%	8.33%	0.00%	75.00%	12	2.67
	0	2	1	0	9		

#	COMMENTS/FEEDBACK:	DATE
1	As noted in the review this does not pertain to general education disciplines. The Lab Tech program may end up needing it's own program review.	12/6/2019 11:20 PM
2	Per the report, this is not appropriate for general education disciplines.	12/6/2019 8:18 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



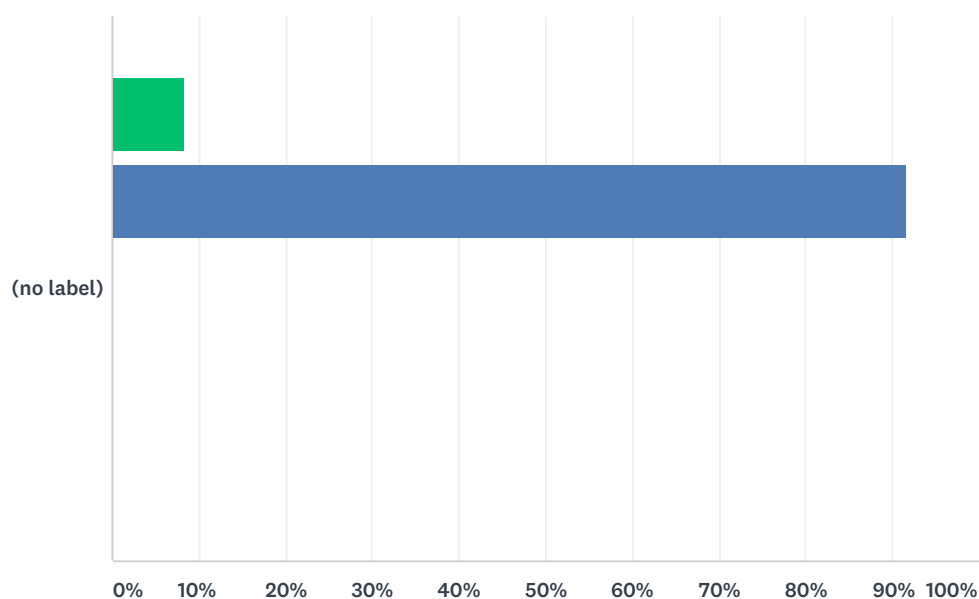
■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

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

#	COMMENTS/FEEDBACK:	DATE
1	Not sure comment in plan fully addressed how professional development met instructional needs.	12/10/2019 9:15 PM
2	May need to be more systematic and centralized. Lacks intentionality toward improving student learning.	12/10/2019 4:14 PM
3	Listed the professional development by faculty.	12/6/2019 11:20 PM
4	Professional development is intermittently evident in areas of content expertise. Evidence of professional development related to pedagogy is lacking, but not absent. Missing data related to systematic support - were there any requests for professional development unfunded?	12/6/2019 8:18 PM
5	Each faculty member is involved in some professional development, to varying degrees.	12/5/2019 11:49 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



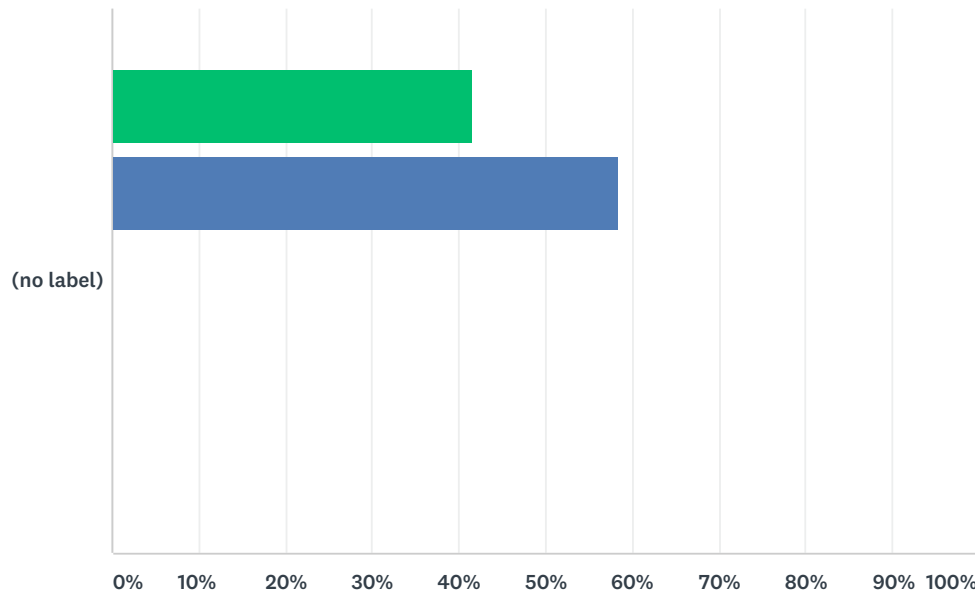
■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	91.67%	0.00%	0.00%	0.00%	12	3.08
	1	11	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	No comment on whether the department was truly staffed adequately to meet instructional needs.	12/10/2019 9:15 PM
2	Several faculty exceed instructor qualifications. All faculty meet the instructor qualifications. The science department may consider organizing more intentional professional development.	12/10/2019 4:14 PM
3	Need for current science documentaries not available through Films on Demand. Several resources were recommended...has anyone looked into the cost or viability of using these resources?	12/10/2019 3:58 PM
4	They have recognized shortcomings in this area and have a plan to correct them.	12/6/2019 11:20 PM
5	Over-all faculty are highly qualified and sufficient in number to meet current instructional needs.	12/6/2019 8:18 PM
6	Faculty are diverse and courses are covered by qualified instructors.	12/5/2019 11:49 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



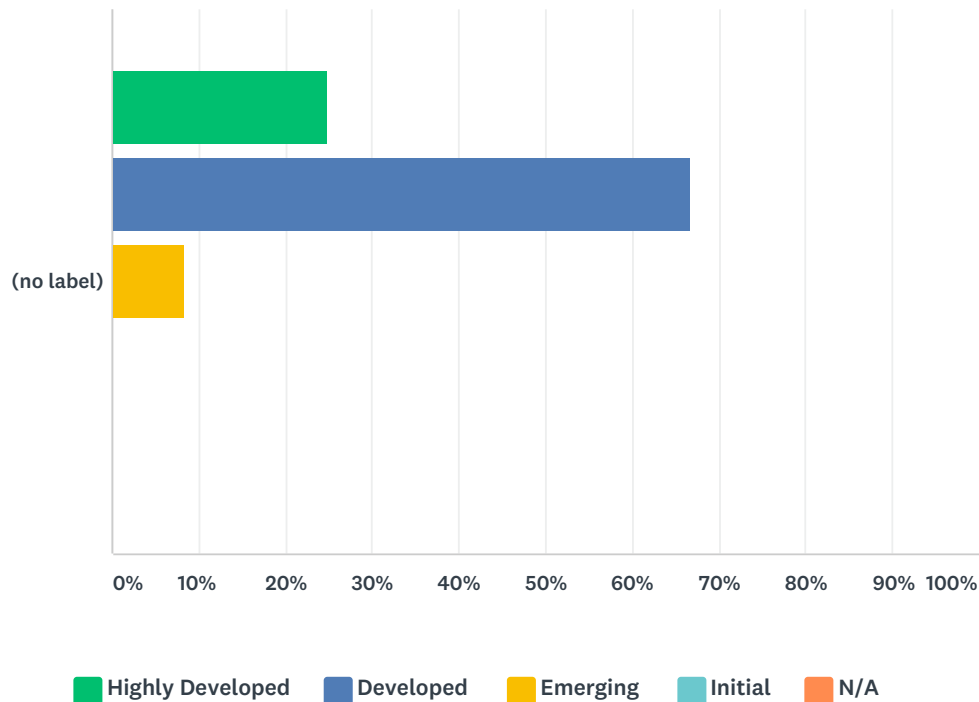
Highly Developed Developed Emerging Initial N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	12	3.42
	5	7	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	This is an area of strength in the department.	12/10/2019 9:15 PM
2	The science department has been regularly purchasing and updated equipment.	12/10/2019 4:14 PM
3	Ample evidence presented that indicates facilities and equipment have been procured to meet current and future needs of the department.	12/6/2019 8:18 PM
4	The science department appears to be well equipped and has an effective strategy in place to meet student learning needs.	12/6/2019 6:05 PM
5	Facilities are highly developed and there is a plan for continually adding new equipment from the course fees collected.	12/5/2019 11:49 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

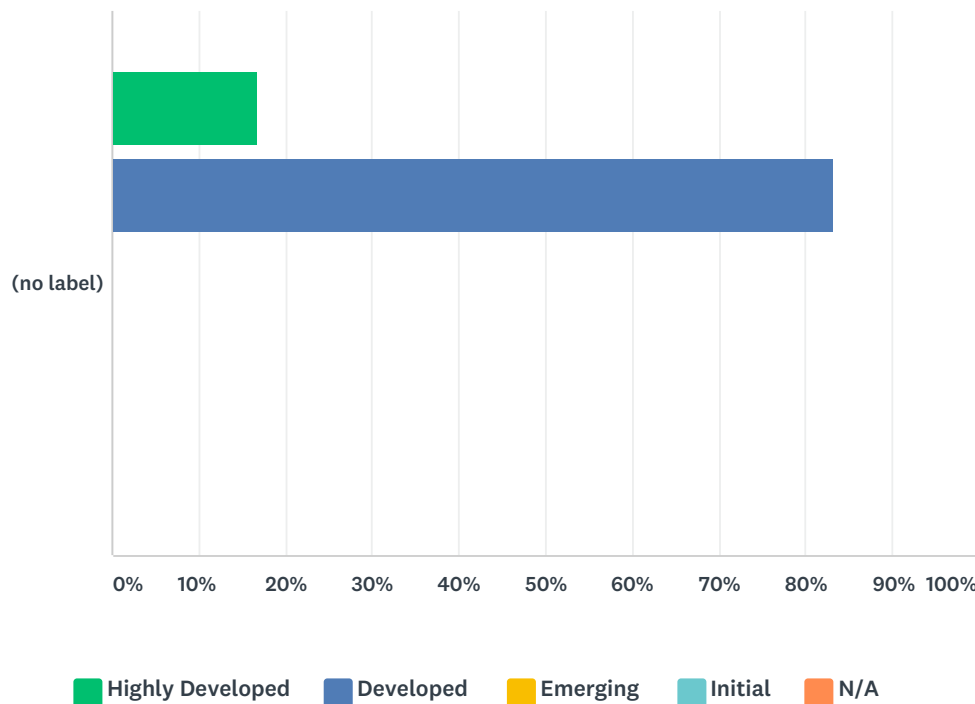


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	8.33%	0.00%	0.00%	12	3.17
	3	8	1	0	0		

#	COMMENTS/FEEDBACK	DATE
1	The report illustrates three changes to 3 of the over 30 science courses offered over the past 4 years. As described by faculty in attendance, meaningful assessment data is lacking related to selected measured proficiencies.	12/6/2019 8:18 PM
2	The science faculty has looked at each course and identified areas for improvement and progress.	12/5/2019 11:49 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

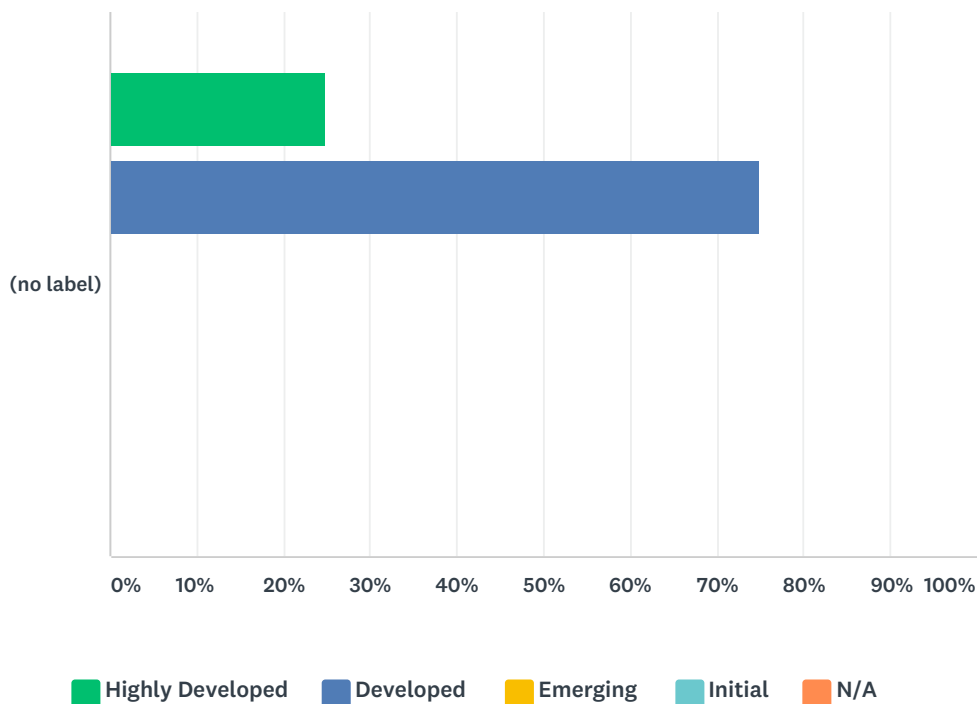


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	83.33%	0.00%	0.00%	0.00%	12	3.17
	2	10	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Evidence of continuous improvement. The science department should be commended for their high student success rates and transfer rates.	12/10/2019 4:14 PM
2	Stable enrollment. Provided data to prove it.	12/6/2019 11:20 PM
3	Evidence of stable enrollment, successful student pass rates, transferability, and high rates of student satisfaction. The plan for a continued conservative approach to maintain these successes is evident.	12/6/2019 8:18 PM
4	The success data from the past 4 terms identifies courses that are in demand, and also some that are now defunct. As this is a general ed program, there is not a section for degrees awarded or time to completion rates.	12/5/2019 11:49 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

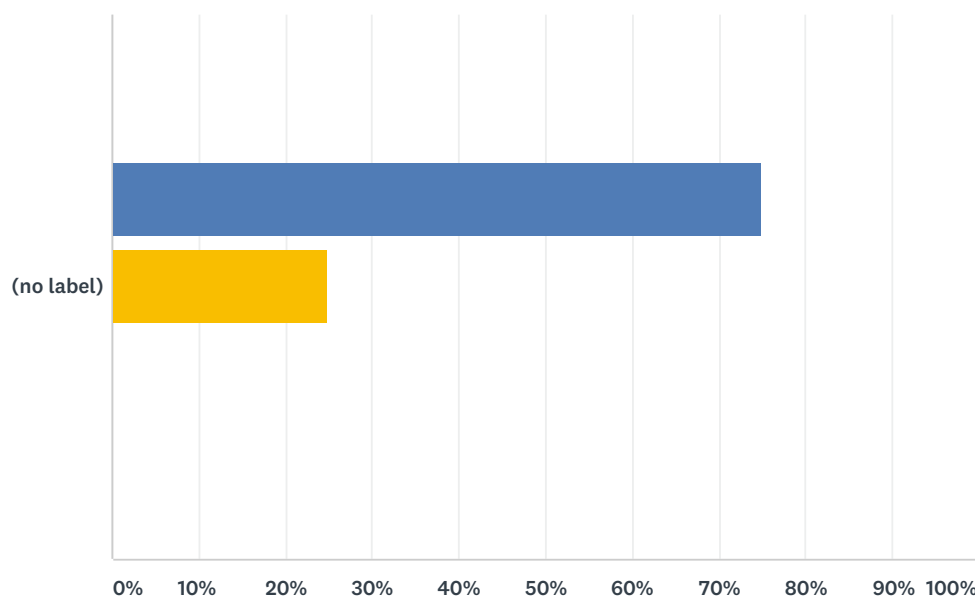


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	12	3.25
	3	9	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The science department has healthy funding sources to replace and update equipment. With the tiered tuition model and current staffing ratios the science department has a sustainable model of course offerings.	12/10/2019 4:14 PM
2	Very good analysis of the change in CMA.	12/6/2019 11:20 PM
3	Positive CMA and evidence of ample budget allocations to meet department and student needs.	12/6/2019 8:18 PM
4	Moved from the worst to the top 5!	12/6/2019 6:34 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: 12 Skipped: 0



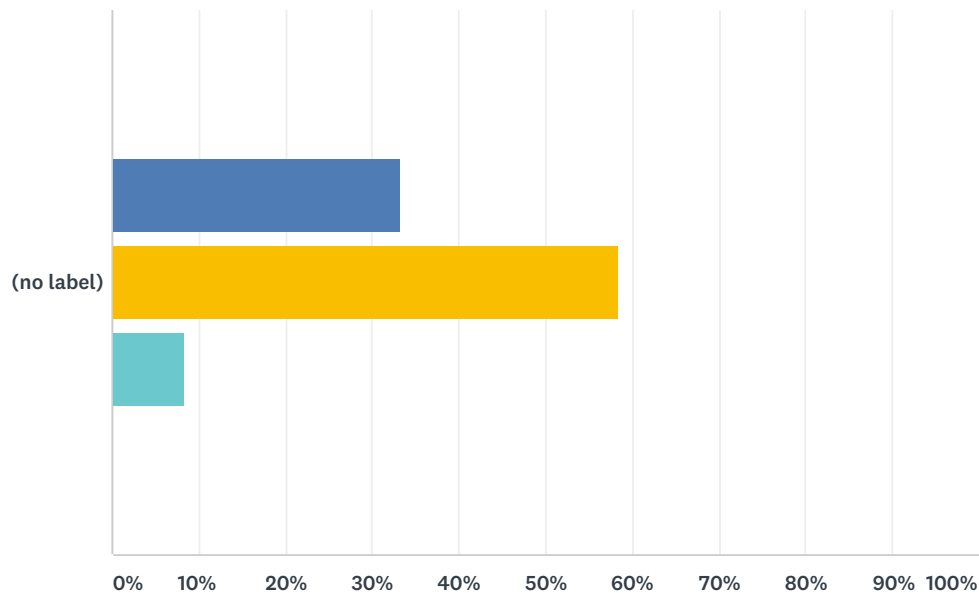
■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

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

#	COMMENTS/FEEDBACK:	DATE
1	The science department seems to have found an appropriate staffing structure which includes a mix of part time staff including lab support for tutoring and lab assistance, adjunct support and full time faculty support. The faculty should be commended for their student success rates, transfer success, and curriculum work.	12/10/2019 4:14 PM
2	Experienced and dedicated staff are a strength.	12/6/2019 11:20 PM
3	Concern re: sustainability of Deans ability to focus on science lead duties over the long term, rather than finding methods or maintaining accountability to improve consensus issues within the department.	12/6/2019 8:18 PM
4	Highlight more strengths.	12/6/2019 6:34 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: 12 Skipped: 0



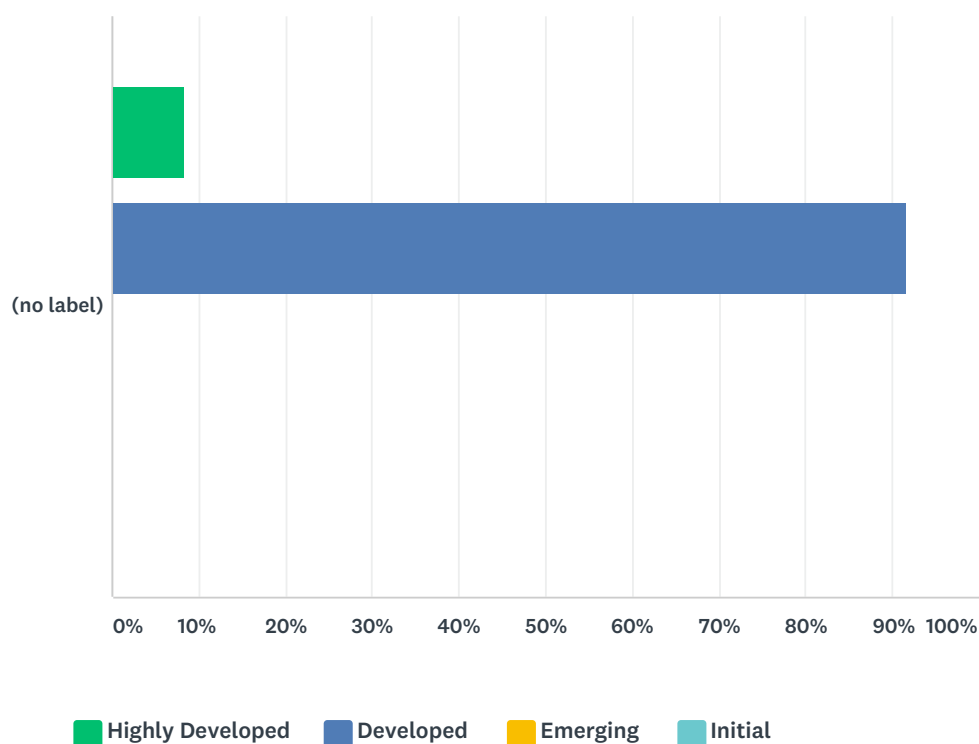
■ Highly Developed
 ■ Developed
 ■ Emerging
 ■ Initial
 ■ N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	33.33%	58.33%	8.33%	0.00%	12	2.25
	0	4	7	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Still work to be done.	12/10/2019 9:15 PM
2	It is not readily apparent that new goals are lead or linked by specific assessment data.	12/6/2019 8:18 PM
3	a good start!	12/6/2019 6:34 PM
4	There is an awareness of a need to develop new goals linked to the strategic plan 2.0, but these have not yet been fleshed out.	12/5/2019 11:49 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

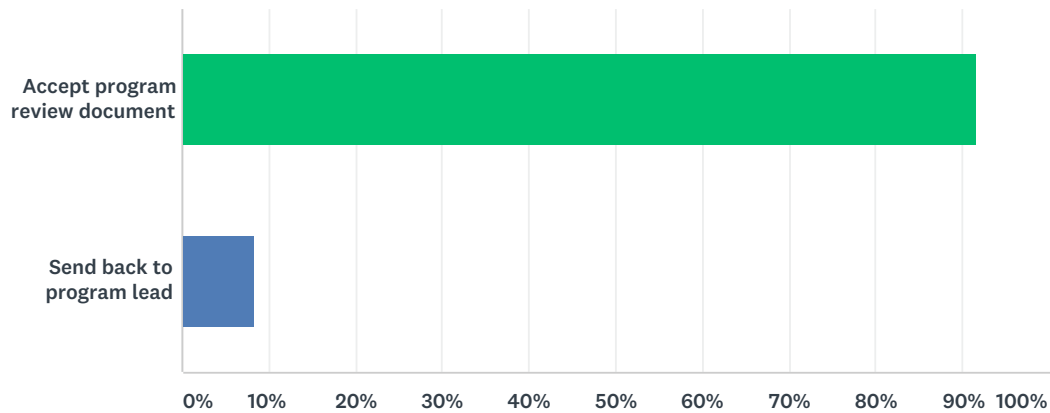


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	91.67%	0.00%	0.00%	12	3.08
	1	11	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The science program review is an example of exemplary work. The level of documentation, organization, analysis, and discussion should be commended.	12/10/2019 4:14 PM
2	This program review was very well written and addresses all of the areas.	12/10/2019 3:57 PM
3	Evidence apparent of qualified faculty, student success, solid instruction and Dean investment and involvement. Evidence apparent of positive CMA which supports sustainability of department. Meaningful assessment data linking and leading to planning is somewhat limited.	12/6/2019 8:18 PM
4	There is evidence that they are systematic in developing courses and resources, and that students are satisfied with the courses and are successful. However, there is also mention that there are faculty consensus issues in planning. They have enlisted the Dean's assistance to resolve these issues, but this report says issues are currently ongoing.	12/5/2019 11:49 PM

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	91.67%	11
Send back to program lead	8.33%	1
TOTAL		12

Q13 Please highlight the strengths of the program.

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	Excellent facilities and equipment on campus for the instructor to deliver a quality lab course.	12/10/2019 11:06 PM
2	It appears this program has been on the upswing and is producing good results. I think this shows the strength of everyone involved.	12/10/2019 9:15 PM
3	Rich evidence of SLO assessment that results in changes to teaching. Strong budgetary and staffing supports. Broad staff participation in process.	12/10/2019 4:14 PM
4	Very detailed report with a lot of information that is easily readable.	12/10/2019 3:58 PM
5	The faculty are very focused on student success and quality learning. The facilities and specific equipment is also centered on student learning.	12/10/2019 3:57 PM
6	The dedication of the staff to the Mission of the college.	12/6/2019 11:20 PM
7	Highly qualified faculty with student success mindset. Appropriate and ample budget allocations to support department and equipment needs. Recent successes and advances in procurement of up to date equipment, and improvement in lab safety. Evidence of stable enrollments, successful student pass rates, transferability, and high rates of student satisfaction.	12/6/2019 8:18 PM
8	Quality faculty dedicated to student success!	12/6/2019 6:34 PM
9	Department resources, faculty and transferable credits.	12/6/2019 6:05 PM
10	resources, qualified staff	12/5/2019 11:49 PM
11	Dedicated and detail-oriented faculty. Recent changes to improve pass rates.	12/4/2019 1:47 AM
12	Faculty, quality instruction and community outreach is providing interest in STEM	12/3/2019 5:02 PM

Q14 Please outline weaknesses of the program.

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	Budget: the cost for the program is beginning to dig its way out of multiple years of having a negative CMA.	12/10/2019 11:06 PM
2	Doesn't have a clear plan to promote programs and relate them to careers.	12/10/2019 9:15 PM
3	Professional development may need to be more systematic and centralized.	12/10/2019 4:14 PM
4	Some areas were vague in explanation (such as strengths and weaknesses).	12/10/2019 3:58 PM
5	I am not sure if there is a long range plan for sustainability of the high tech equipment as it wears out or becomes obsolete.	12/10/2019 3:57 PM
6	Established department leadership.	12/6/2019 11:20 PM
7	Internal consensus issues, requiring Dean to assume lead duties, limited professional development in pedagogy, limited use of assessment data leading to improved or revised curriculum.	12/6/2019 8:18 PM
8	Long term planning, even though I believe it is there, just may need documented more.	12/6/2019 6:34 PM
9	While transferable credits are a good thing, as mentioned in the review too many course offerings can be viewed as a weakness that could be shored up.	12/6/2019 6:05 PM
10	some consensus issues among staff that can inhibit planning	12/5/2019 11:49 PM
11	Greatest strength is also greatest weakness; Faculty that require extraordinary management and leadership.	12/4/2019 1:47 AM
12	N/A	12/3/2019 5:02 PM

Q15 Please make recommendations for program improvement.

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	Pay close attention to courses being offered in conjunction with student enrollment.	12/10/2019 11:06 PM
2	This is CIIC more broadly, not specific to Sciences: Why is Labor Market info and impact not part of some disciplines?	12/10/2019 9:15 PM
3	Continue to have regular planning meetings. Be proactive with hiring and onboarding of part time staff.	12/10/2019 4:14 PM
4	None at this time. Keep up the good work.	12/10/2019 3:58 PM
5	None at this time.	12/10/2019 3:57 PM
6	I would be hard pressed to make a recommendation on what they have accomplished.	12/6/2019 11:20 PM
7	It may be helpful to rephrase goals to be more measureable and time sensitive to foster clarity in evaluation of whether the goal has been fully met. Meaningful assessment data linking and leading to planning is somewhat limited. Ideally, professional development is planned and linked to evaluation of competencies and professional goals. Recommend a thoughtful plan to create and/or select more specific and appropriate assessment metrics to guide any needed curriculum revisions.	12/6/2019 8:18 PM
8	Long term planning/timeline	12/6/2019 6:34 PM
9	None at this time.	12/6/2019 6:05 PM
10	To work with the Dean to resolve consensus issues.	12/5/2019 11:49 PM
11	Relying on a Dean's personality for cooperation is fragile; would like to see improved interpersonal relations. This requires willingness.	12/4/2019 1:47 AM
12	N/A	12/3/2019 5:02 PM

Q16 Please enter your name.

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	Peggy Bullock	12/10/2019 11:06 PM
2	Charles Massie	12/10/2019 9:15 PM
3	Jamie Jennings	12/10/2019 4:14 PM
4	EW	12/10/2019 3:58 PM
5	Bill Jennings	12/10/2019 3:57 PM
6	Paul Breedlove	12/6/2019 11:20 PM
7	Allison Sansom	12/6/2019 8:18 PM
8	Tricia Fiscus	12/6/2019 6:34 PM
9	Ian Kautzman	12/6/2019 6:05 PM
10	Janice Silvestri	12/5/2019 11:49 PM
11	Tom Nejely	12/4/2019 1:47 AM
12	Rick Ball	12/3/2019 5:02 PM