
KLAMATH COMMUNITY COLLEGE
Continuous Improvement and Innovation Committee

June 12, 2023
11:00 – 12:00pm
Bldg 6, 6109
Agenda



Chair: Vice President of Academic Affairs
Jamie Jennings

Minute taker: Annette Jones

Team Roster:

Dean of Nursing, Health and Sciences Allison Sansom	Faculty Joni Hansen
Institutional Researcher Bill Jennings	Faculty Kelley Fritz
Executive Director of External Programs Chip Massie	Facilities Director Mike Homfeldt
Dean of Career Technical Education Chris Stickles	Director of Information Services Paul Breedlove
Assessment and Curriculum Coordinator David Edgell	Director of Resource Development Peter Lawson
Director of Center for Teaching and Learning Edis Worden	LRC Director Rick Ball
Vice President of Student Affairs Gail Schull	Instructional Designer Rochelle Daniel
Grant Assistant Holly Owens	Strategic Planning Thomas Nejely
TRIO Director Zach Jones	VP of Administrative Services Geoff LaHaie
Dean of Instruction VACANT	

Agenda: Academic and Non-Academic Program Review

1. Social Science Survey Results (Tom Nejely and Denise Russell)

NEXT MEETING: next academic year

Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS

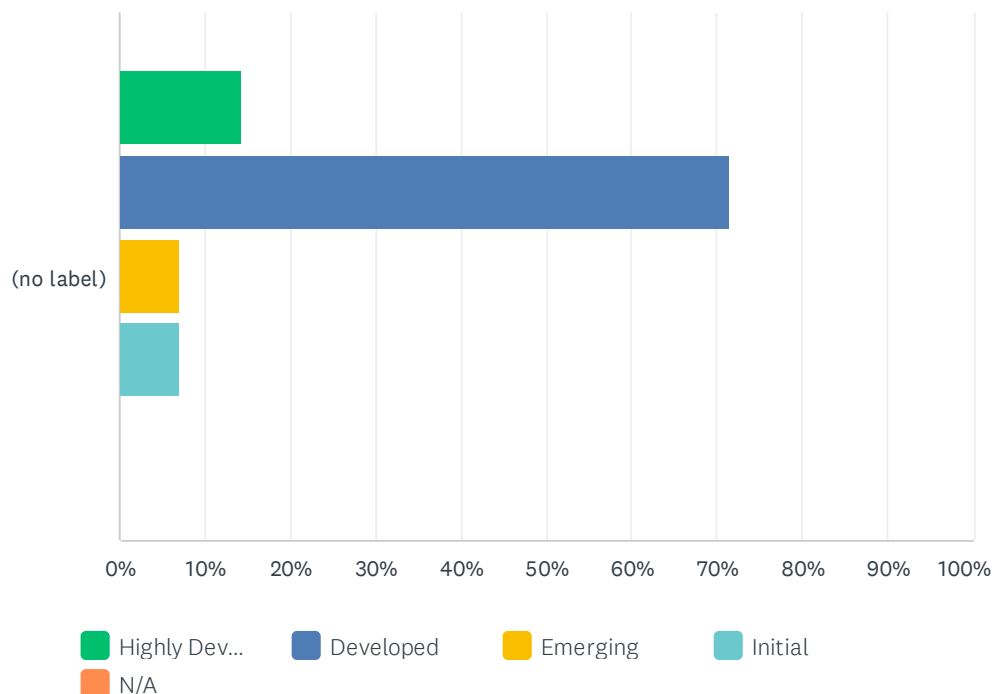
Highly Developed: Exhibits ongoing and systematic evidence of goal achievement.

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)	14.29%	71.43%	7.14%	7.14%	0.00%	14	2.93
	2	10	1	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Goals are measurable and show evidence of progress. These goals align with college wide initiatives and strategic planning.	6/9/2023 10:19 AM
2	Excellent work meeting your goals. Hope y'all are able to expand Social Science offerings in the future.	6/9/2023 10:10 AM
3	Strong evidence of goal attainment in many areas mixed with missed goals that are explainable due to faculty turnover and transfer partner institutional concerns. Overall, it's clear that the previous goals have been achieved and the positive impacts of the goal attainment are seen all over campus.	6/8/2023 11:31 AM
4	Mixed success on goal attainment.	6/7/2023 3:58 PM
5	Accomplished AGS Psych, increased enrollment in online delivery of low enrollment classes	6/5/2023 1:52 PM
6	Adaptation to online learning has been a great success and is serving a wide range and increased number of students very well.	6/2/2023 3:30 PM

Q2 DISCIPLINE DESCRIPTION AND OVERVIEW

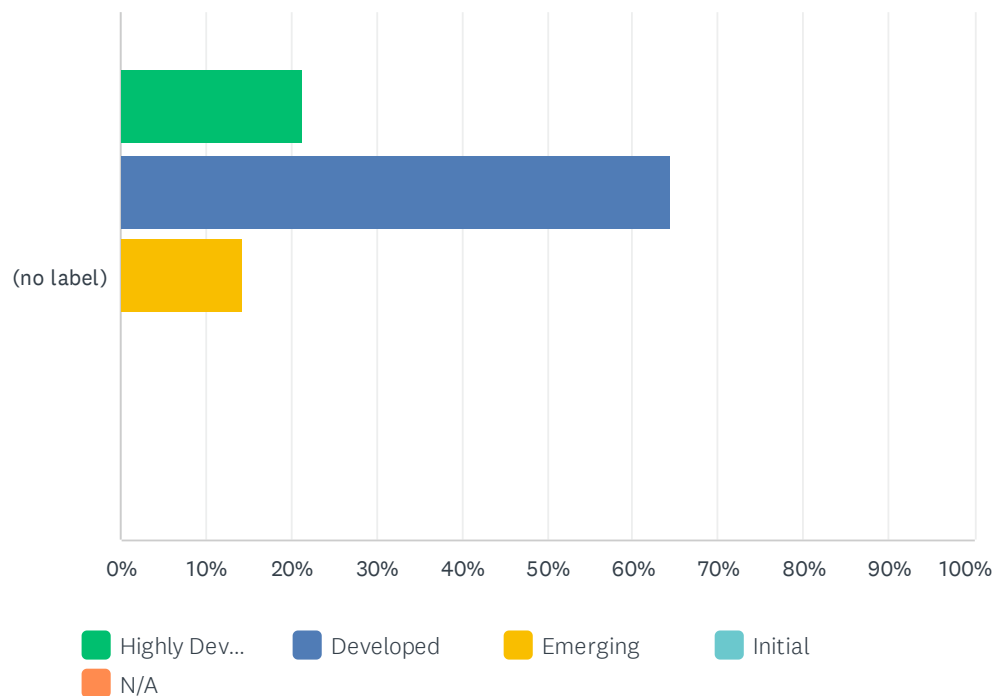
Highly Developed: Thoroughly explains how the discipline's courses match the state transfer map along with outcomes and how the discipline has changed courses to meet demand and transferability.

Developed: Explains how the discipline's courses match the state transfer map along with outcomes and how the discipline has changed courses to meet demand and transferability.

Emerging: Minimally explains how the discipline's courses match the state transfer map along with outcomes and how the discipline has changed courses to meet demand and transferability.

Initial: Presents how the discipline's courses match the state transfer map along with outcomes and how the discipline has changed courses to meet demand and transferability.

Answered: 14 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	21.43%	64.29%	14.29%	0.00%	0.00%	14	3.07
	3	9	2	0	0		

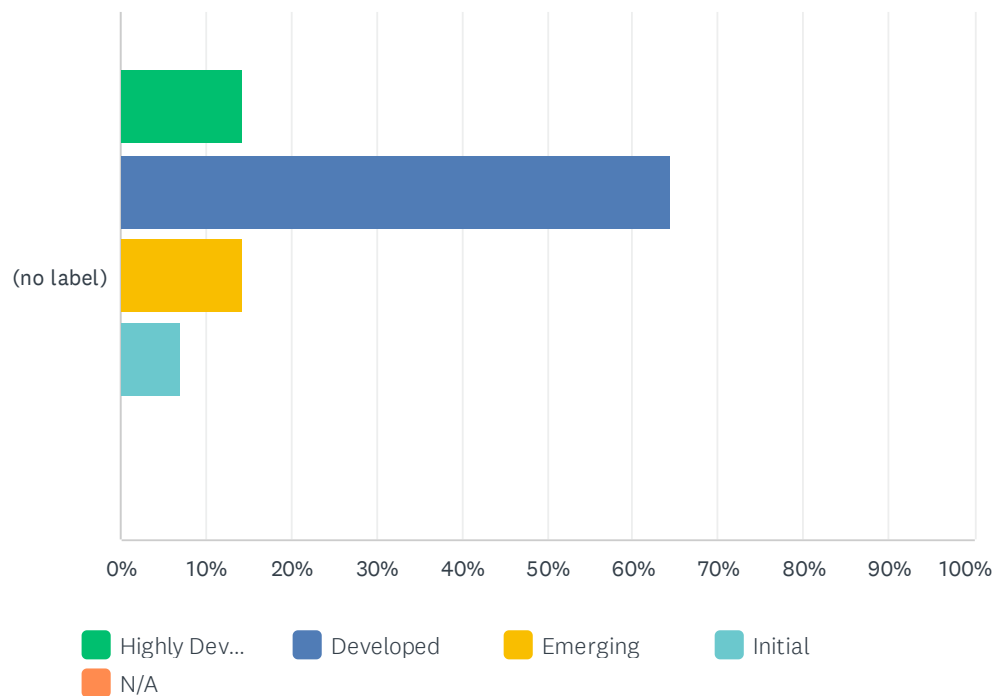
#	COMMENTS/FEEDBACK:	DATE
1	List of courses that were developed for on-line that align with transfer institutions was provided. It would be helpful to develop a study to verify the transferability of KCC's current offerings of social science classes. This will eventually occur with common course numbering.	6/9/2023 10:19 AM
2	Good description of the many job opportunities for graduates and transfer students.	6/9/2023 10:10 AM

Instructional Discipline Program Review - Social Science

3	I think Social Sciences has done a wonderful job with developing its discipline description and overview, and they have targeted areas for growth such as rewriting the course descriptions for Psychology classes to accurately reflect what is currently offered.	6/8/2023 11:31 AM
4	I love to see "seamless, no loss of credit, transfer options." Looking forward to the revised AGS Psych program description with the vision of the program lead and the CCN changes.	6/5/2023 1:52 PM
5	No mention of the state transfer map anywhere in the narrative.	6/5/2023 12:58 PM
6	Obstacles and goals are well identified, with work progressing on discipline description, curricular and instructional changes. Very minor note: No wage or job grown projection information was provided for our region, which would have further emphasized the high value of these courses to KCC students. For example, the program review stated the average pay for a teacher's aide in the U.S. is \$29,360, but in our region, it is significantly higher at \$35,607.	6/2/2023 3:30 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)	14.29% 2	64.29% 9	14.29% 2	7.14% 1	0.00% 0	14	2.86

#	COMMENTS/FEEDBACK:	DATE
1	Professional development completed by faculty was provided.	6/9/2023 10:19 AM

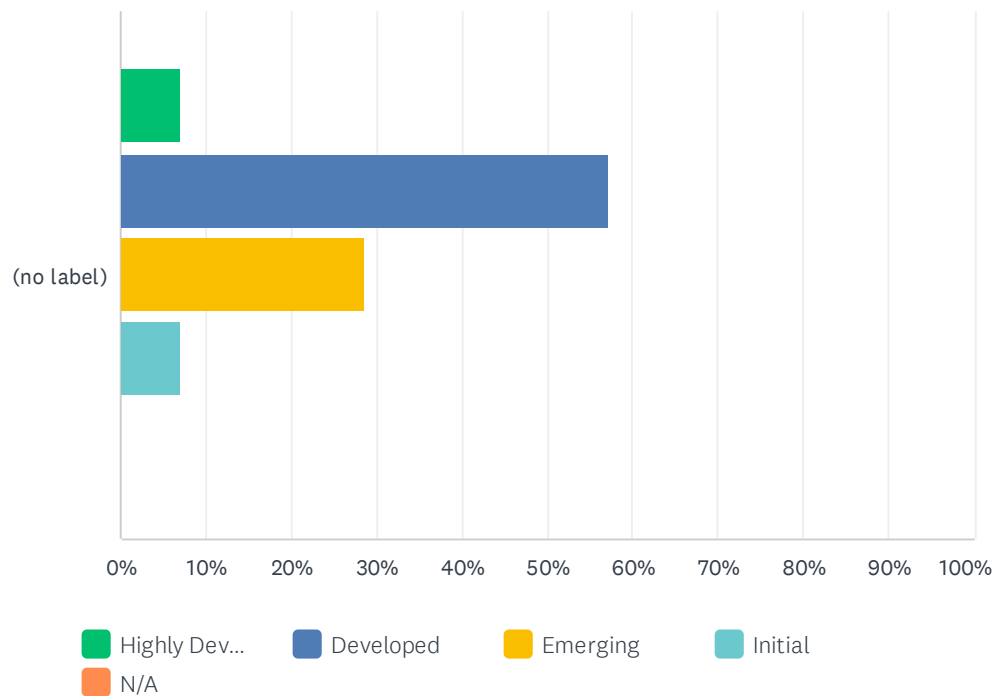
Instructional Discipline Program Review - Social Science

2	Good to see evidence of PD from adjuncts, also.	6/9/2023 10:10 AM
3	Evidence of regular participation in professional development exists.	6/9/2023 7:57 AM
4	My only thought here is- are there other professional development opportunities that are not currently being offered that would support the Social Science faculty moving forward in attaining their future goals?	6/8/2023 11:31 AM
5	Roster of qualified instructors noted. Specific development not.	6/7/2023 3:58 PM
6	It sounds like there are a multitude of professional development opportunities available, and the faculty take advantage of trainings and conferences. I'm not sure whether this is part of an intentional and coordinated effort by the department or a group of individuals who are motivated lifelong learners. Either way, good for the employees and the students.	6/5/2023 1:52 PM
7	There is clear evidence of strong academic background/experiences across all listed faculty which is indicative of strong departmental foundations. This said, there may be more opportunity for additional Coordinated PD activities across the department (beyond mandatory vector solutions training). Is there potential for encouraging more "shared" learning with cross-departmental/peer benefit for all (as an example, has EVERYONE had the CTL training on presenting for an online audience?)?. Is there a way to identify (and describe a proactive response to) sector recommended credentialling? My presumption is that folks are actively seeking out the skills development they want/need, but there doesn't seem to be a comprehensive department level strategy /plan/recommendation in place that might be beneficial for consistency/baseline expectation.	6/5/2023 1:50 PM
8	Professional development activities could be more robust. Does not seem to be particularly intentional and could use more time in teaching and learning activities.	6/5/2023 12:58 PM
9	Well-qualified, motivated, and effective staff. Now that we are emerging from the pandemic, more in-person professional development would deepen the benefits of that effort.	6/2/2023 3:30 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

Instructional Discipline Program Review - Social Science

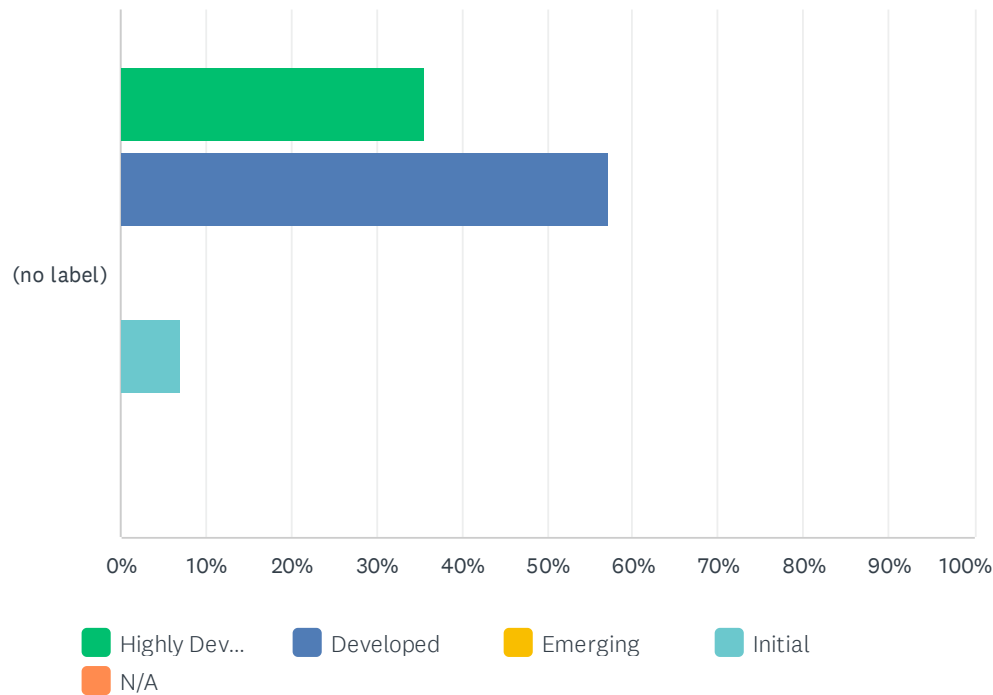


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	7.14%	57.14%	28.57%	7.14%	0.00%	14	2.64
	1	8	4	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Quote, "Social Sciences would benefit from a stable pool of adjunct faculty...."	6/9/2023 1:04 PM
2	All current FT faculty are highly qualified, but a need for consistent adjuncts is a great need.	6/9/2023 10:42 AM
3	Evidence of a full time and part time qualified faculty instructional pool was provided. Concerns were expressed regarding challenges of finding qualified instructors.	6/9/2023 10:19 AM
4	Interested in hearing about your use of VR headsets during a Teaching Roundtable.	6/9/2023 10:10 AM
5	Availability of faculty appear to be meeting the level of demand for the courses.	6/9/2023 7:57 AM
6	The review clearly supports the assertion that there is a strong core faculty unit in this program. However, there are opportunities for growth in terms of finding additional adjunct faculty to teach discipline-specific courses that are currently not able to be offered (Anthropology, Political Science, Sociology).	6/8/2023 11:31 AM
7	Highly qualified full-time faculty teach the majority of courses. There is still a need for a pool of adjuncts to teach Econ, Pols, Anth, and Soc.	6/5/2023 1:52 PM
8	The department functions at capacity within existing structure, but needs additional adjunct faculty to enhance certain sections (Economics, Political Science, et al)	6/5/2023 1:50 PM
9	Ratio of classes taught by adjuncts vs. FT faculty seem right in line with national standards for HE.	6/5/2023 12:58 PM
10	More adjunct faculty needed to meet the high enrollment in social sciences courses.	6/2/2023 3:30 PM
11	While the current faculty are qualified and meet instructional needs, the program review states, "Social Sciences would benefit from a stable pool of adjunct faculty. . . " Is there a plan in place to address this need? Do we know why the pool is unstable?	5/30/2023 3:50 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



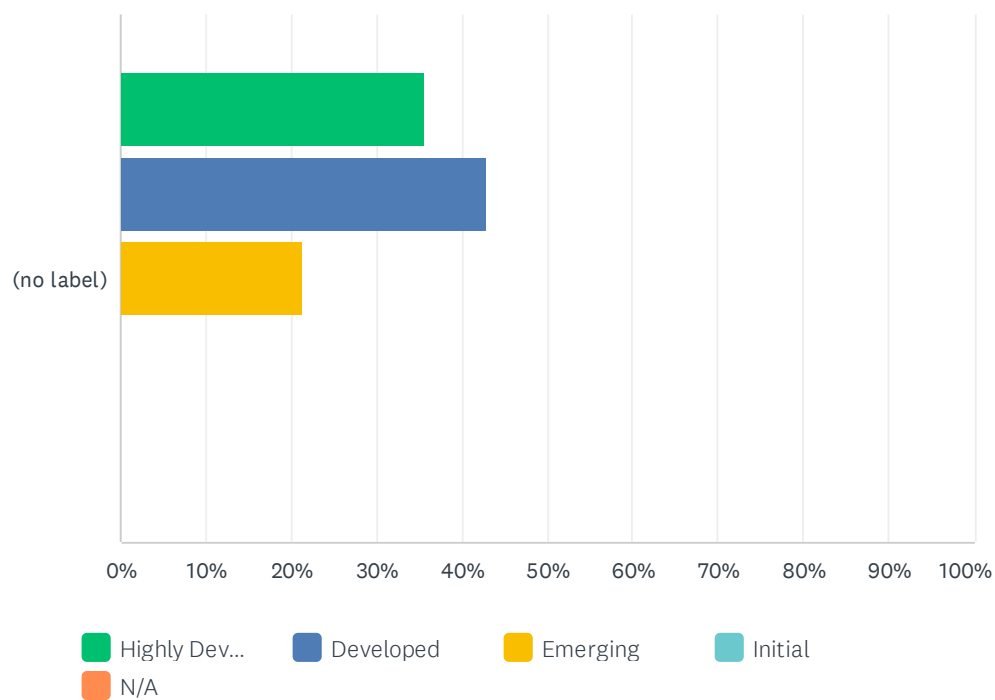
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	35.71%	57.14%	0.00%	7.14%	0.00%	14	3.21
	5	8	0	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Evidence and narrative regarding the adequacy of facilities and equipment was not provided.	6/9/2023 10:19 AM
2	Thank you for the recognition of the help the CTL provides you.	6/9/2023 10:10 AM
3	Feels sufficient and notes say it is sufficient, but not much evidence exists to validate sufficiency.	6/9/2023 7:57 AM
4	Seems sufficient for programmatic needs and attainment of future goals.	6/8/2023 11:31 AM
5	I agree that the potential to reach students through incorporating VR headsets is exciting. Is reliance on the grant funded CTL for instructional design, video production and editing, and tech sustainable?	6/5/2023 1:52 PM
6	Love the incorporation of VR for experiential equity learning (vs lecture only) instruction in psychology program!	6/5/2023 1:50 PM
7	Excellent partnership evidenced with the Center for Teaching and Learning. Use of VR	6/2/2023 3:30 PM

equipment/programming sounds like an innovative and effective way to provide DEI training.

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES ASSESSMENT
 Highly Developed: Exhibits ongoing and systematic student learning outcomes (SLO) assessment with regular adjustments to instruction.
 Developed: Exhibits evidence of SLO assessment and uses results to change instruction.
 Emerging: Sporadic participation in assessment of SLOs assessment with some changes to instruction.
 Initial: Minimal evidence of SLO assessment.

Answered: 14 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	35.71%	42.86%	21.43%	0.00%	0.00%		
	5	6	3	0	0	14	3.14

#	COMMENTS/FEEDBACK	DATE
1	Some discussion was provided regarding student learning outcome assessment.	6/9/2023 10:19 AM
2	Nice evidence of using outcomes to provide feedback to improve your educational materials	6/9/2023 10:10 AM
3	This is a very strong portion of the review- I especially appreciate the advisory committee participation and how it informs decision-making regarding curriculum changes and CCOG discussion.	6/8/2023 11:31 AM
4	the report speaks to proficiency in student outcomes, but I do not see data on the specifics. Advisory committee includes two faculty from OIT in the transfer receiving program; thoughtful partnership.	6/5/2023 1:52 PM
5	A list of courses assessed is insufficient to determine if assessment is leading to changes in	6/5/2023 12:58 PM

curriculum. If your students are all meeting CLOs/ILOs, I think your courses are not robust enough or your assessment methods are not accurately reflecting actual student achievement. Assessment should lead to curriculum updates at some point. No mention of changes made outside of Tom's courses.

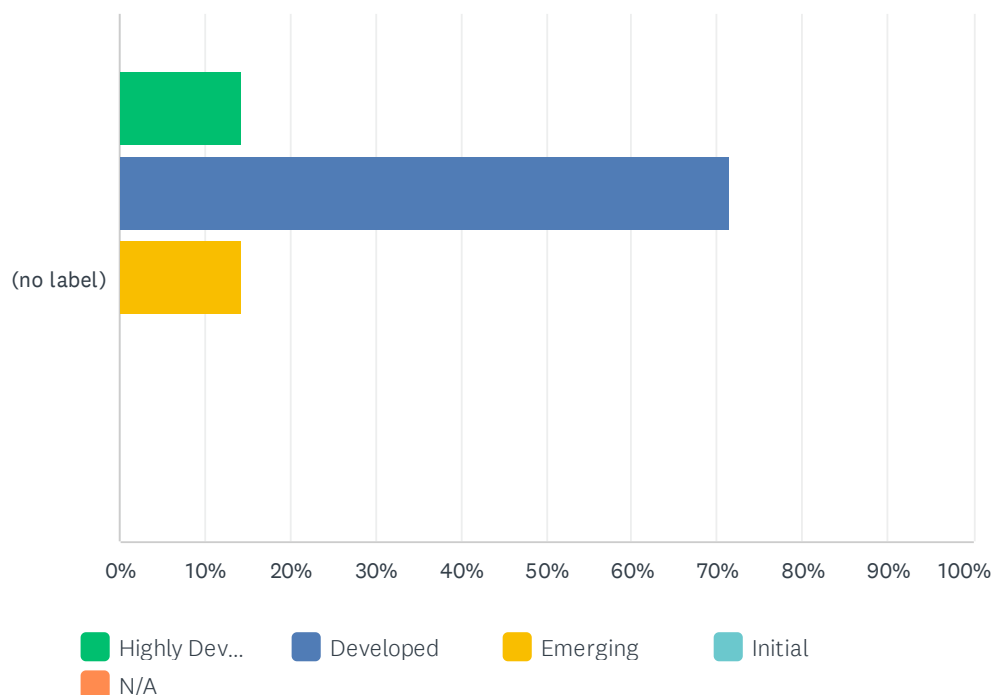
6

Adaptations utilized to increase student success and proficiency.

6/2/2023 3:30 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: 14 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	14.29%	71.43%	14.29%	0.00%	0.00%	14	3.00
	2	10	2	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Student success metrics were discussed and provided.	6/9/2023 10:19 AM
2	Outcomes measurement look good.	6/9/2023 7:57 AM
3	This section provided some good analysis of enrollment trends in Gen Ed Social Science- I do wonder if there are other variables that could be analyzed- relationship between pass rates and	6/8/2023 11:31 AM

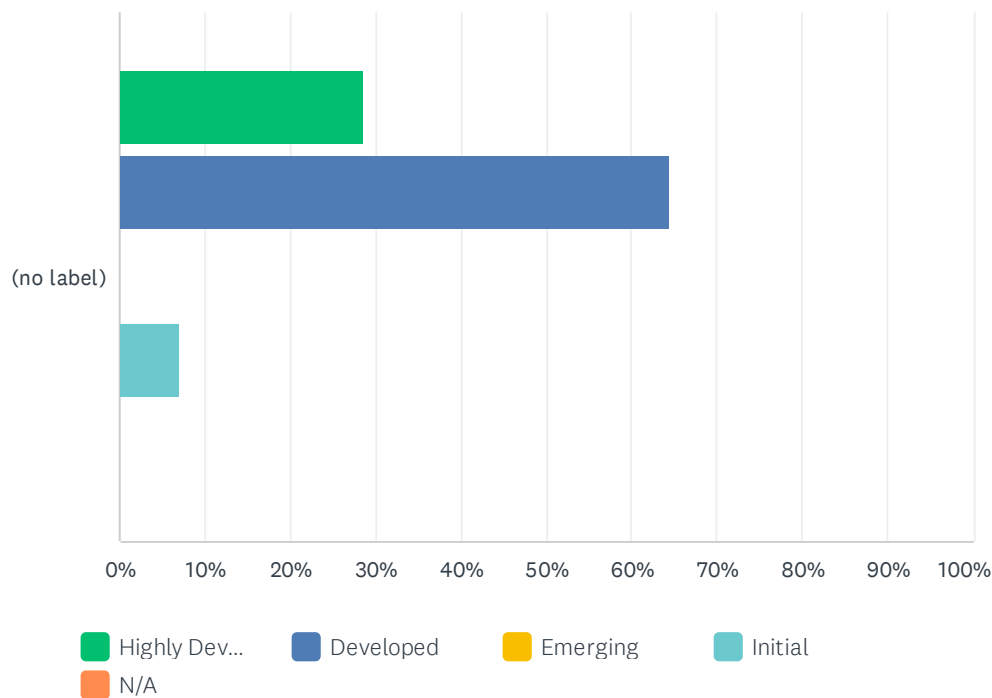
Instructional Discipline Program Review - Social Science

socioeconomic variables (Pell Recipient, Estimated Family Contribution (EF), etc.

4	Student success rates are generally high (pass rates in classes), but what about transfer on after KCC? There is mention of need to improve articulation with SOU and transfer agreement for AGS Psych, but no plan in place. Also, no career pathways for HS Dual Credit students in Psych. Potential?	6/5/2023 1:52 PM
5	Solid pass rates above 80% seem to indicate successful outcomes.	6/5/2023 1:50 PM
6	Good data.	6/5/2023 12:58 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



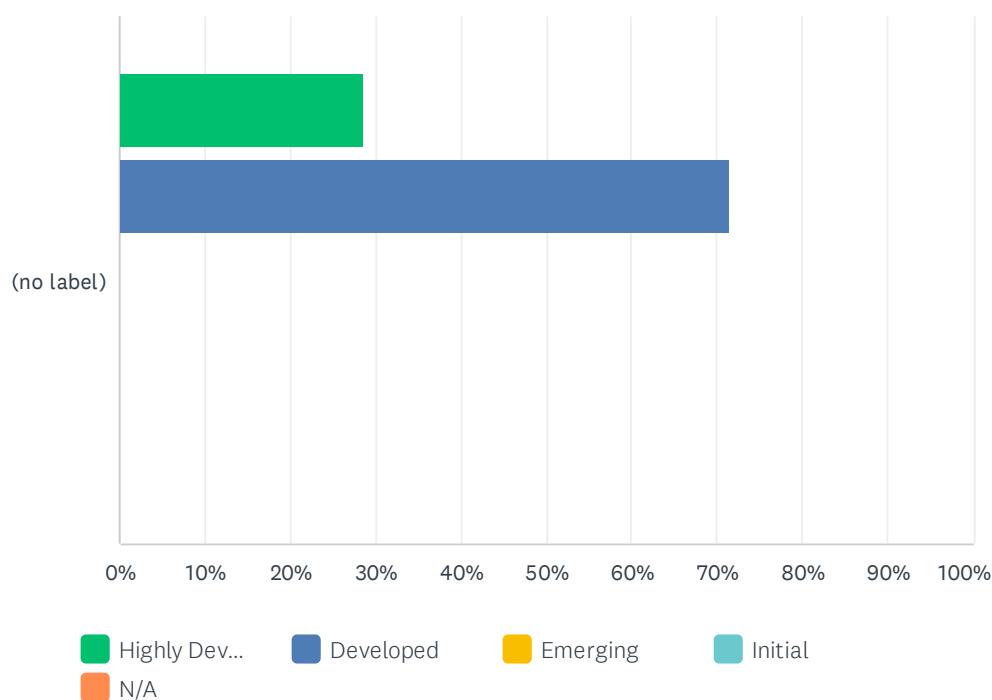
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	28.57%	64.29%	0.00%	7.14%	0.00%	14	3.14
	4	9	0	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	CMA was provided. Overall budgetary needs were not discussed. This program does have substantive course offerings on-line and is being supported by the CTL team.	6/9/2023 10:19 AM
2	Large class sizes and reasonable expenses keep this program in good shape to provide a sound budget.	6/9/2023 7:57 AM
3	Seems sufficient for programmatic needs. I agree with the assertion that an AGS PSY Program Lead is critical.	6/8/2023 11:31 AM

4	Loss of FTE in transition year	6/7/2023 3:58 PM
5	The budget and positive CMA have been consistent and meet current program needs.	6/5/2023 1:52 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: 14 Skipped: 0

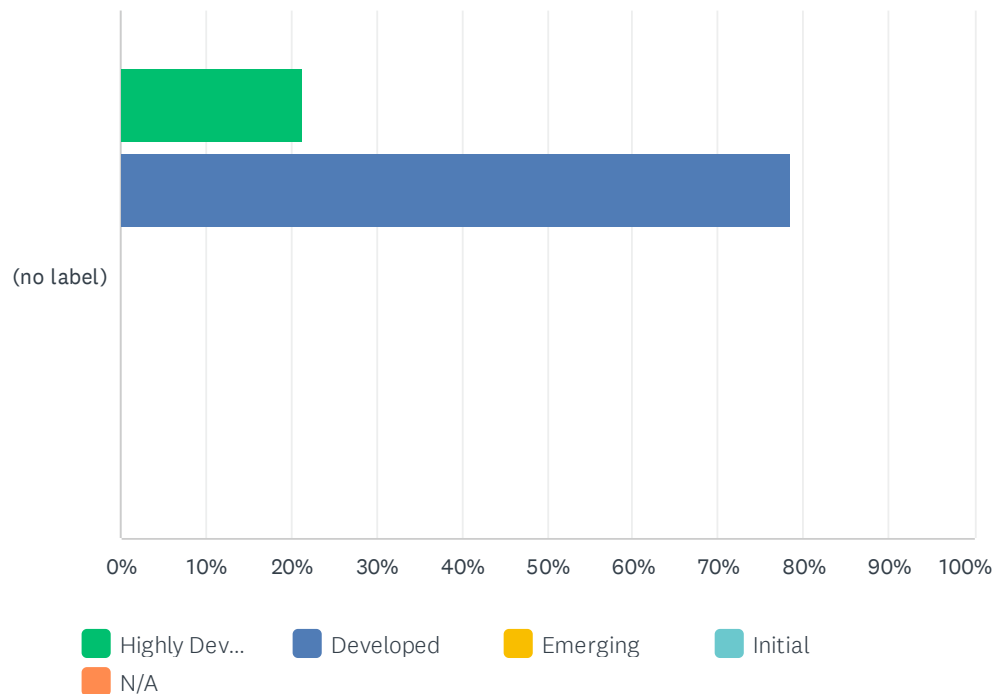


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	28.57%	71.43%	0.00%	0.00%	0.00%	14	3.29
	4	10	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Excellent description of strengths and weaknesses in the report.	6/9/2023 10:10 AM
2	Strengths and weaknesses are clearly articulated and data informed.	6/8/2023 11:31 AM
3	Cost effective instruction. Qualified instructors. Strengths. Weakness is, pool of adjuncts and succession plan.	6/7/2023 3:58 PM
4	Strengths: Adaptability to online learning and new technologies; ability to serve a high volume of students across disciplines; course adaptation awareness to improve student success; increasing community involvement. Weaknesses (and opportunities): Need more adjunct faculty; need to continue to expand Dual Credit course offerings (with online enrollment) in more high schools.	6/2/2023 3:30 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



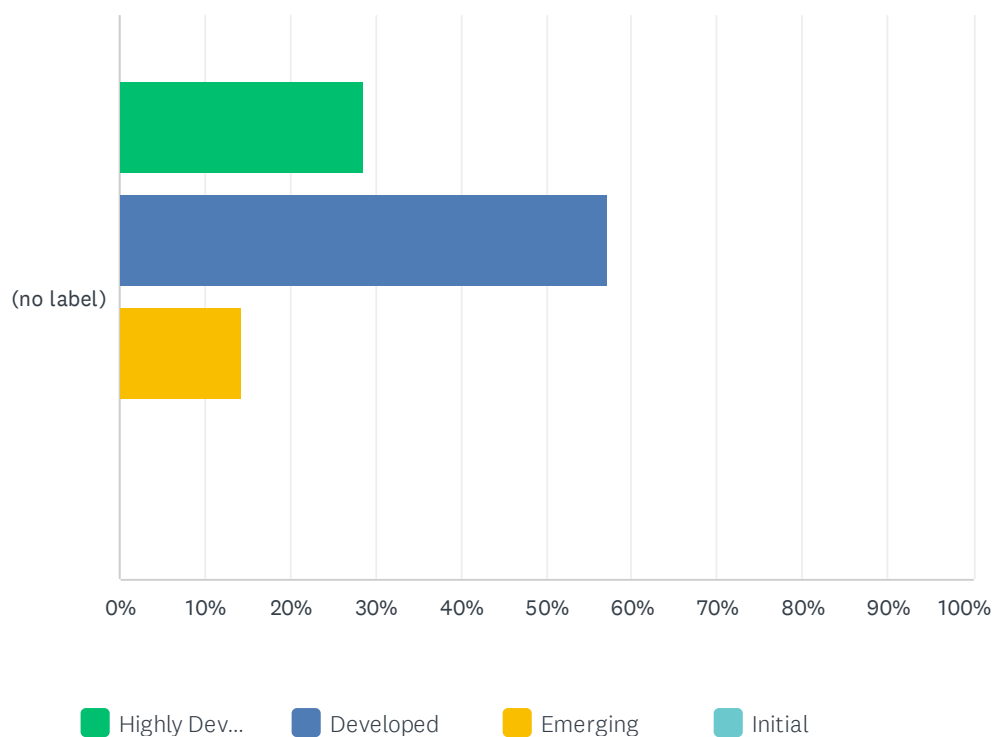
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	21.43%	78.57%	0.00%	0.00%	0.00%	14	3.21
	3	11	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Wish you had expounded on the way you will meet your future goals.	6/9/2023 10:10 AM
2	There is a tricky balance in identifying the balance between how wide of a selection of classes can be in the catalog and term offerings with the overall needed number of social science credits for the students enrolled at KCC while keeping full classes.	6/9/2023 7:57 AM
3	I think these are great- I also wonder about continued advocacy for more transfer articulation agreements for the AGS-PSY degree?	6/8/2023 11:31 AM
4	New goals in place . Responsive to needs.	6/7/2023 3:58 PM
5	Solid New Goals overall, but it feels like, in the ideal, there could also have been some associated measurables/metrics (timelines, estimates on student impacts by %, # of internships developed, et al). It was also difficult to see goal alignment with KCC Strategic Plan update or the through line to potential "lessons learned" from virtual DEI instruction, et al (again, this may be happening generally, and its good there's close communication with CTL, Career Services, etc.....just could have made the linkage clearer in this particular section).	6/5/2023 1:50 PM

6	How are you determining which new courses to offer? I might recommend those courses that would count toward cultural competence since KCC is lagging behind in identifying and providing a robust array of these and requiring our graduates to have at least 3 credits of such per HECC requirements.	6/5/2023 12:58 PM
7	An expanded explanation of the "moon shot" goal for student experiences and skill development would have been beneficial. What kinds of experiences and skill development can't KCC provide? Stated goals are both ambitious and attainable.	6/2/2023 3:30 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)	28.57%	57.14%	14.29%	0.00%	14	3.14
	4	8	2	0		

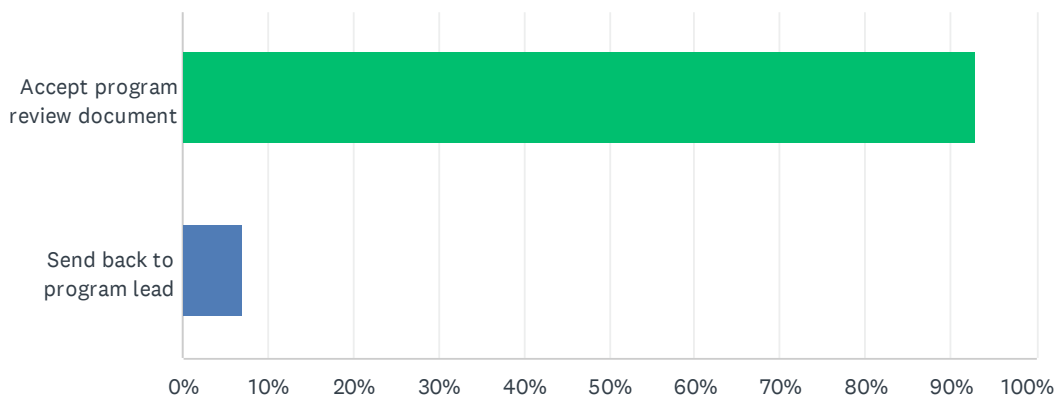
#	COMMENTS/FEEDBACK:	DATE
1	I love the vision for the program, and I appreciate the dedicated work of the entire team in fostering an educational environment where our students thrive in receiving a well-rounded education.	6/8/2023 11:31 AM

Instructional Discipline Program Review - Social Science

2	It seems we took a few steps back with Dan's departure but that we are getting back on track now that the disruption from the pandemic has lessened.	6/5/2023 12:58 PM
3	Social Science department shows adaptability in how they serve KCC's students, and looks for ways to improve courses, experiences, degree viability, and articulation to expanded education opportunities.	6/2/2023 3:30 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	92.86%	13
Send back to program lead	7.14%	1
TOTAL		14

Q13 Please highlight the strengths of the program.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	Positive CMA with high enrollments. Psychology has a strong articulation with local 4 year college.	6/9/2023 1:04 PM
2	Great instructors who are highly qualified. Their programs are needed at KCC.	6/9/2023 10:42 AM
3	Positive CMA. High student success rates. Classes offered on-line for remote access. Variety of faculty teaching in a variety of subject matter. Positive student course evaluations. Mixed modalities offered. Social science consistency provides team work ILO opportunities.	6/9/2023 10:19 AM
4	Knowledgeable program leads that spend considerable time reflecting and improving their teaching style and content.	6/9/2023 10:10 AM
5	The strength in this program is the dedication to student outcomes which is well presented in the student success.	6/9/2023 7:57 AM
6	Faculty subject matter and KCC institutional context expertise. Strong community connections and trending high enrollment in classes.	6/8/2023 11:31 AM

Instructional Discipline Program Review - Social Science

7	Strong instruction.	6/7/2023 3:58 PM
8	The faculty in this department work tirelessly to help students meet the social science requirements for all degrees. Denise and Tom are excellent examples of putting the needs of their students first in all decisions.	6/6/2023 1:37 PM
9	Strong evidence of CLOs achieved, high levels of success in course completion, positive CMA, strong presence of social science courses in Accelerated learning partner HS. Thank you for the presentation!	6/5/2023 1:52 PM
10	Solid core faculty, willingness to innovate/incorporate technology	6/5/2023 1:50 PM
11	Experienced faculty who appear to love their work.	6/5/2023 12:58 PM
12	Adaptability to online course delivery; ability to serve a high volume of students well.	6/2/2023 3:30 PM
13	Experienced faculty and thoughtfully designed courses.	5/30/2023 3:50 PM
14	Faculty continue to assess and improve the curriculum	5/22/2023 5:07 PM

Q14 Please outline weaknesses of the program.

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	Only one faculty member in Social Sciences. Needs some adjuncts.	6/9/2023 1:04 PM
2	Needs support from other departments. Be patient for the new Dean to start.	6/9/2023 10:42 AM
3	The Psychology Program is very popular and linking with industry needs and has articulated pathways.	6/9/2023 10:19 AM
4	Lack of adjuncts or difficulty adding permanent faculty, especially in political science and other social science areas.	6/9/2023 10:10 AM
5	With the growth of the AGS-Psychology degree in being one of the colleges larger program, does AGS-Psychology and Social Sciences belong in 'one' program?	6/9/2023 7:57 AM
6	Lack of sufficient adjunct pool to offer classes in all disciplines.	6/8/2023 11:31 AM
7	Programs are instructor dependent. When there is a change of staff the program is crippled.	6/7/2023 3:58 PM
8	Finding qualified adjuncts for some of their classes, such as political science, has been a struggle.	6/6/2023 1:37 PM
9	Shortage of adjunct teaching pool is an ongoing challenge, succession planning (this is not specific to Soc Sci, but needs to be addressed), create a pathway for HS students to get beyond "taking a couple of classes" and onto a track leading to degree or certificate.	6/5/2023 1:52 PM
10	need for additional faculty, declining in person enrollments (offset by dynamic increase in DE). Need to onboard new Dean of Instruction for additional supports.	6/5/2023 1:50 PM
11	Lack of Dean support (before there was a vacancy) to assist faculty in determining a cohesive direction. A departure of a faculty member should not have been so disruptive if there was an agreed upon direction. An involved Dean would have assisted new faculty to pick up where departing faculty left off.	6/5/2023 12:58 PM
12	Insufficient adjunct faculty.	6/2/2023 3:30 PM
13	Lack of stable adjunct pool. Absence of succession planning in the past has negatively impacted the program.	5/30/2023 3:50 PM
14	N/A	5/22/2023 5:07 PM

Q15 Please make recommendations for program improvement.

Instructional Discipline Program Review - Social Science

Answered: 14 Skipped: 0

#	RESPONSES	DATE
1	Focus on finding qualified adjunct instructor/s for Social Sciences.	6/9/2023 1:04 PM
2	Continue what you are doing. Glad that the department is a leader with new technologies!	6/9/2023 10:42 AM
3	Some areas lacked evidence or narrative addressing required program review questions.	6/9/2023 10:19 AM
4	Recruiting from SOU graduates to teach.	6/9/2023 10:10 AM
5	continue the good work in striving to be better	6/9/2023 7:57 AM
6	Finding more qualified adjuncts to provide Anthropology, Political Science, and Sociology courses would be a great opportunity for growth.	6/8/2023 11:31 AM
7	Develop programs that are sustainable and have continuity even if faculty changes.	6/7/2023 3:58 PM
8	There may be some creative solutions to finding qualified adjuncts that haven't been explored yet.	6/6/2023 1:37 PM
9	Work with Marketing & Outreach to make sure the message you want students and stakeholders to hear is being shared effectively. Is there room for HS pathways to guide students from interest to plan of action?	6/5/2023 1:52 PM
10	need for clearer professional development planning, coordination, industry sector credential reference, team consistency. need for additional measurables in goal setting	6/5/2023 1:50 PM
11	Seems the discipline is getting their feet back under them. I would encourage faculty to reach out to broad groups to identify the best coursework to support student's in their development of productive citizenry and ILO achievement as they look to expanding course offerings.	6/5/2023 12:58 PM
12	Could consider a pathway certificate that would be meaningful for employment.	6/2/2023 3:30 PM
13	Develop clear succession plan/documentation that can be easily accessed. Keep up the great work!	5/30/2023 3:50 PM
14	N/A	5/22/2023 5:07 PM