

Program Review and SLO Assessment without Full-Time Faculty

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During the 2024-2025 Comprehensive Program Review cycle, IEC learned that some programs run without program leads or full-time faculty representation, making program review *very challenging!*

The current list of impacted programs includes:

- Health Science (STEM) (CPR 24-25)
- Emergency Medical Care (STEM) (CPR 27-28)
- Hospitality & Tourism Management (BEPP) (CPR 27-28)

While short-term solutions have been pursued for specific programs, we are eager to discuss a long-term solution to address this gap in the future.

In order to successfully complete a CPR and/or PRU, faculty are responsible for:

- Assessing course SLOs within a three-year cycle (*twice* prior to CPR)
- Evaluating program effectiveness using data provided by PRIE
- Determining program goals and the resources necessary to achieve those goals
- Soliciting student feedback
- Identifying program achievements and areas of improvement

Specific issues arise when part-time faculty are required to complete program assessment:

- Limited context concerning the program
- Limited opportunities to engage with campus resources/trainings
- Part-time faculty might feel that their job security or future job prospects depend on accepting this role
- Discretionary funds to support part-time labor in SLO assessment and program review are not guaranteed
- Depending on one individual rather than a team is not preferable (though it may be unavoidable)
- Part-time Faculty Parity

Untenable short-term solutions that have been proposed or utilized in the past:

- Drawing in a full-time faculty member from another program
- Selecting a part-time faculty with limited experience of the program *writ large*
- Selecting a discipline expert from one of the sister colleges
- Drawing in a dean or other personnel to facilitate the assessment process

Why these solutions have been insufficient:

All classes must be regularly assessed *prior* to CPR. This will be a sensitive request to avoid part-timer faculty feeling cornered into accomplishing this task.

Programs need a lead to help survey students, organize other part-time faculty, run assessments, develop program goals and resource requests, etc.

Lack of proactive planning overburdens the program

We see this issue as related to a larger set of concerns related to part-time faculty parity.

If programs without full-time faculty support are to undergo program review, how can they be fairly compensated and supported in this work?

- We recommend that all college programs, at a bare minimum, have a program lead in place to facilitate timely and intentional program assessment.
- We recommend that, if part-time faculty are necessary to play this role, they should be fairly compensated and supported in their use of college resources.
- We see this issue as related to a larger set of concerns related to part-time faculty parity.

IEC's proposal:

- We would like Academic Senate to determine the scope of the issue and the approach to resolving it (e.g., addressing program review/SLO assessment vs. part-time faculty parity more broadly) by the end of the Fall 2025 semester
- We need to use *this meeting* to have a conversation about next steps