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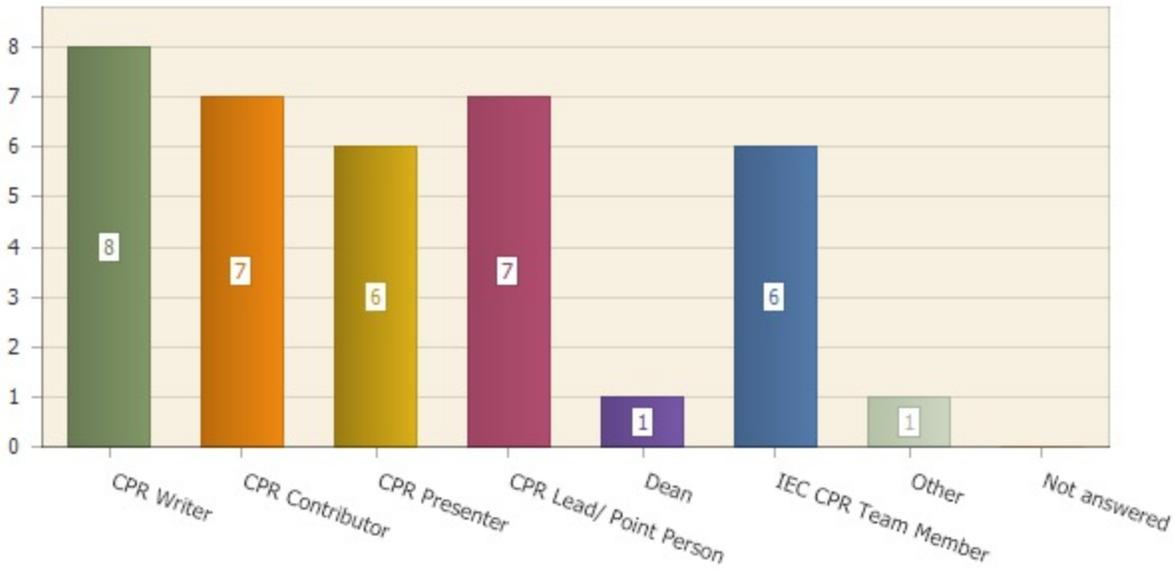
1.1. P1Q1

What was your role in the CPR process for your program? Check all that apply.

Question type: Multiple choice

Number of responses: 16

Number of respondents: 16



Answer	Count	Percent answer
CPR Writer	8	50.0%
CPR Contributor	7	43.8%
CPR Presenter	6	37.5%
CPR Lead/ Point Person	7	43.8%
Dean	1	6.3%
IEC CPR Team Member	6	37.5%
Other	1	6.3%
Not answered	0	0%

**Textual answers**

Date	Respondent	Answer
4/11/2022	Anonymous	instructional designer

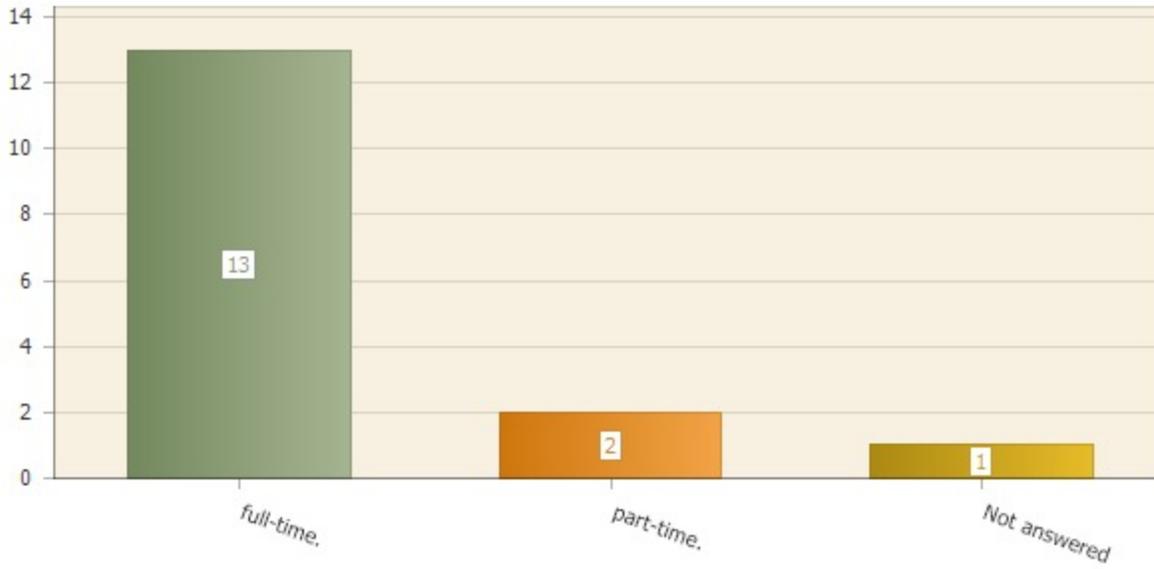
## 1.2. P1Q2

As a faculty/ staff whose program is wrapping up program review this year, you are:

Question type: Multiple choice

Number of responses: 15

Number of respondents: 16



Answer	Count	Percent answer
full-time.	13	81.3%
part-time.	2	12.5%
Not answered	1	6.3%

### 1.3. P1Q3

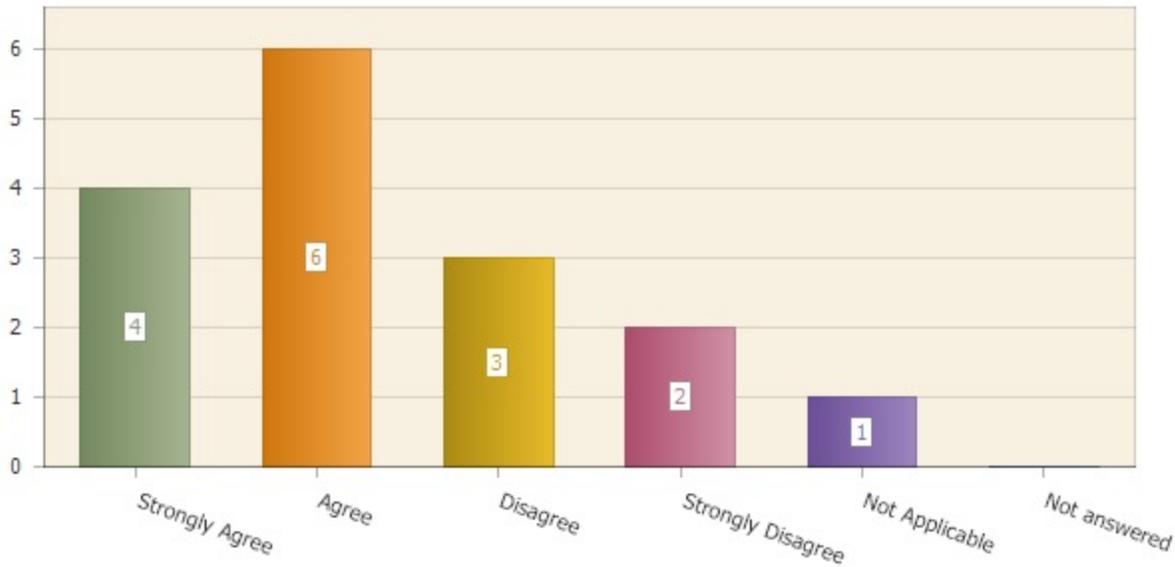
Please indicate the degree to which you agree with the following statements:

Question type: Matrix & Multimatrix

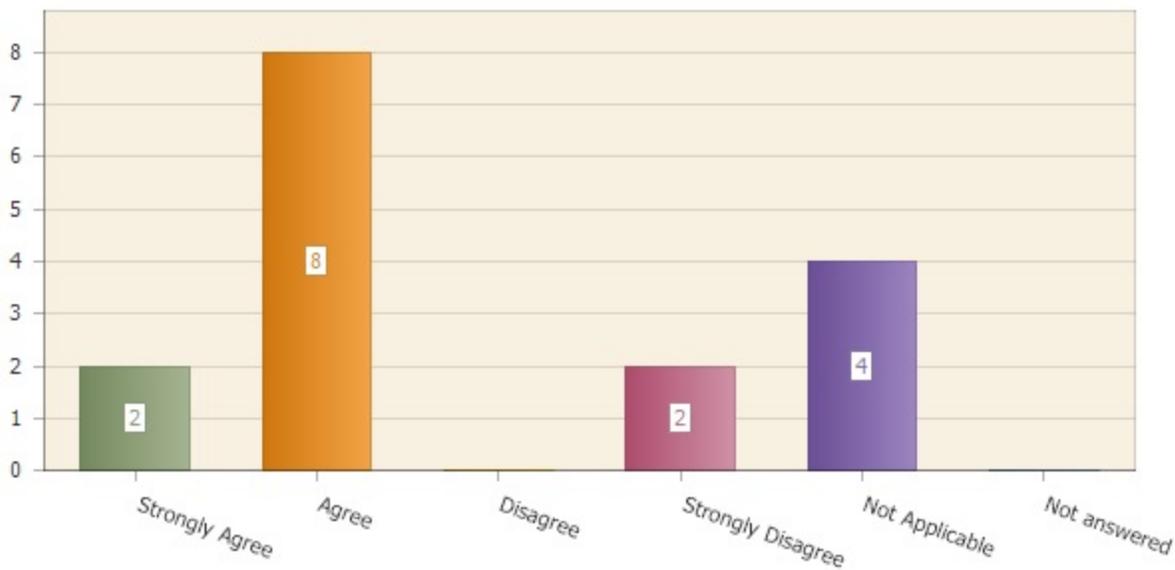
Number of responses: 16

Number of respondents: 16

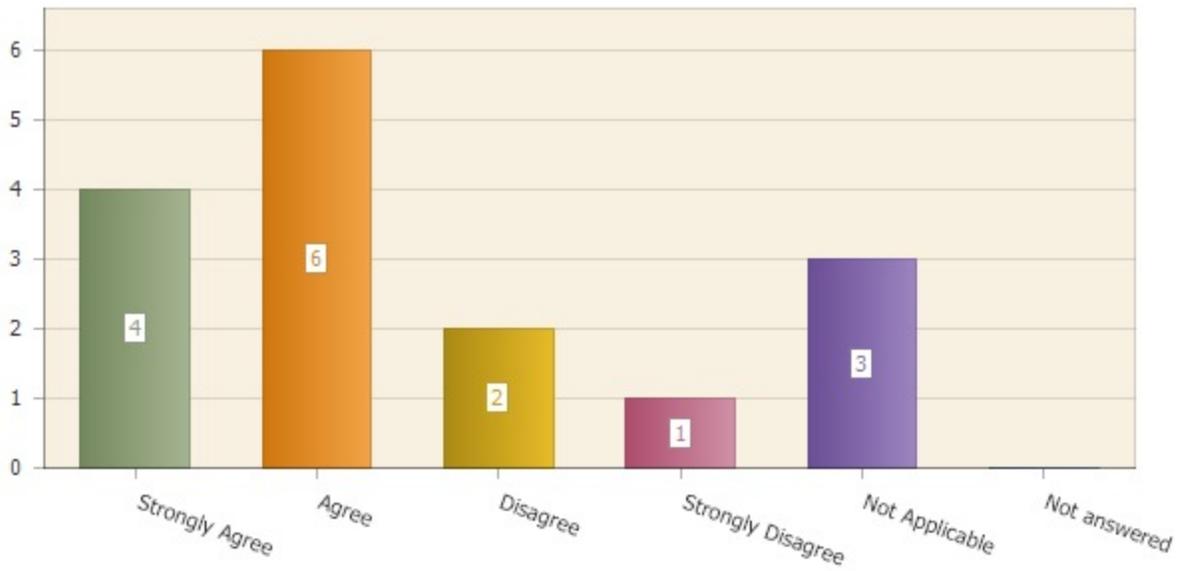
#### The CPR template questions were easy to understand.



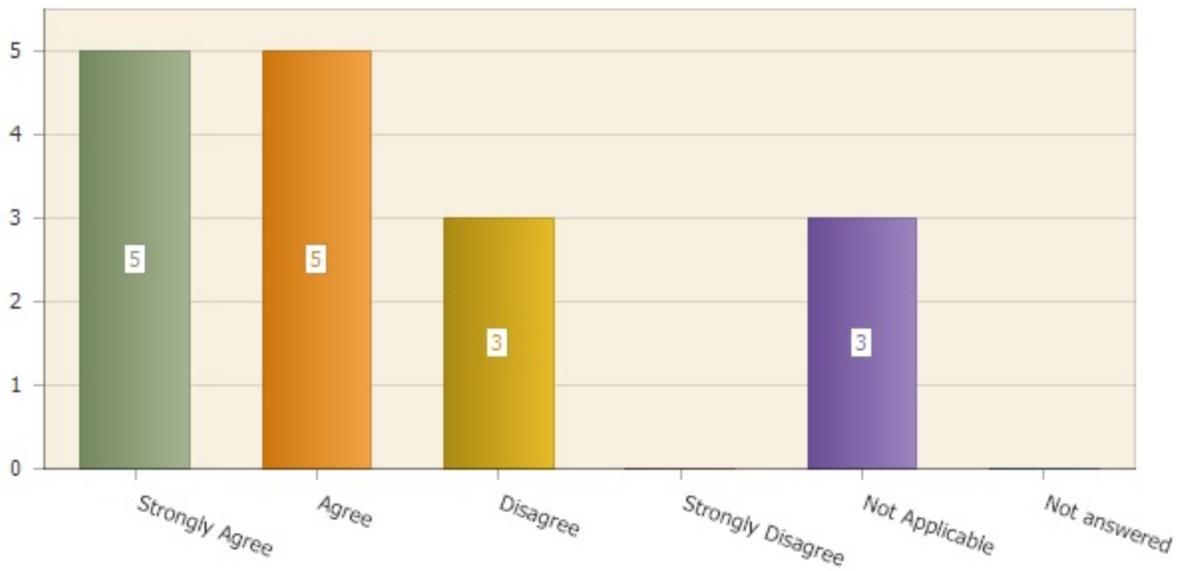
#### The CPR template questions helped me to reflect on my program's effectiveness and future goals.



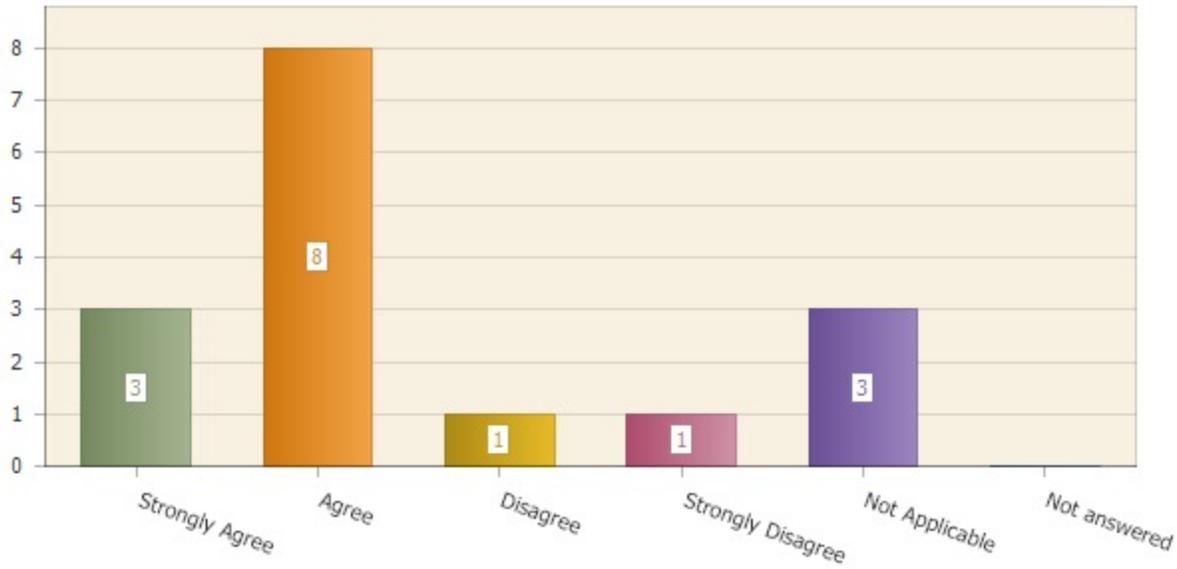
**The CPR template questions inspired meaningful dialogue with colleagues in my program.**



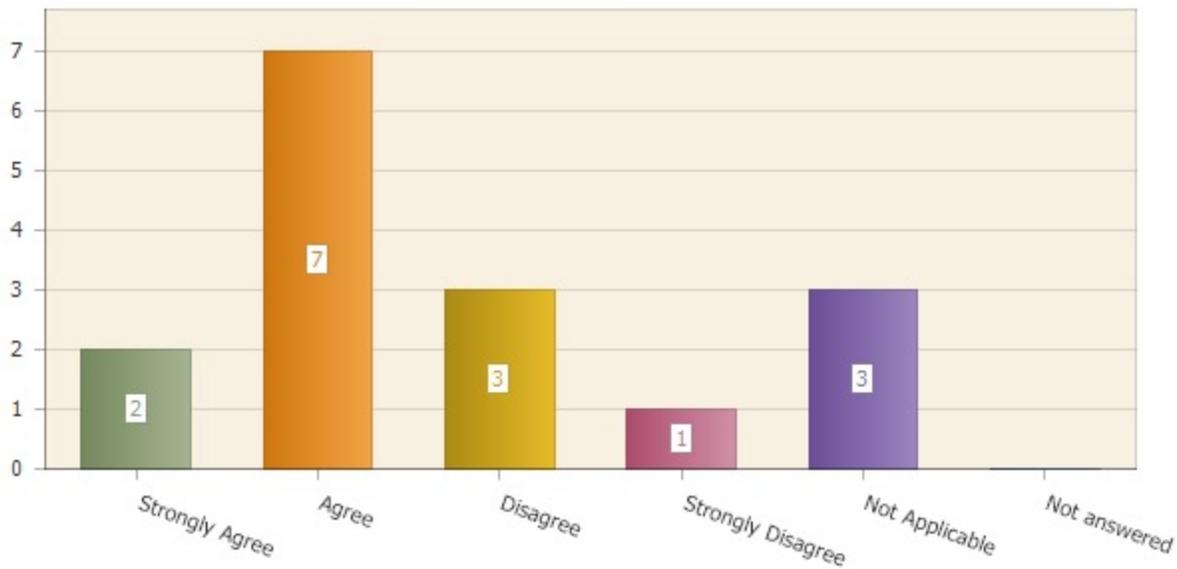
**The program data packets were useful.**



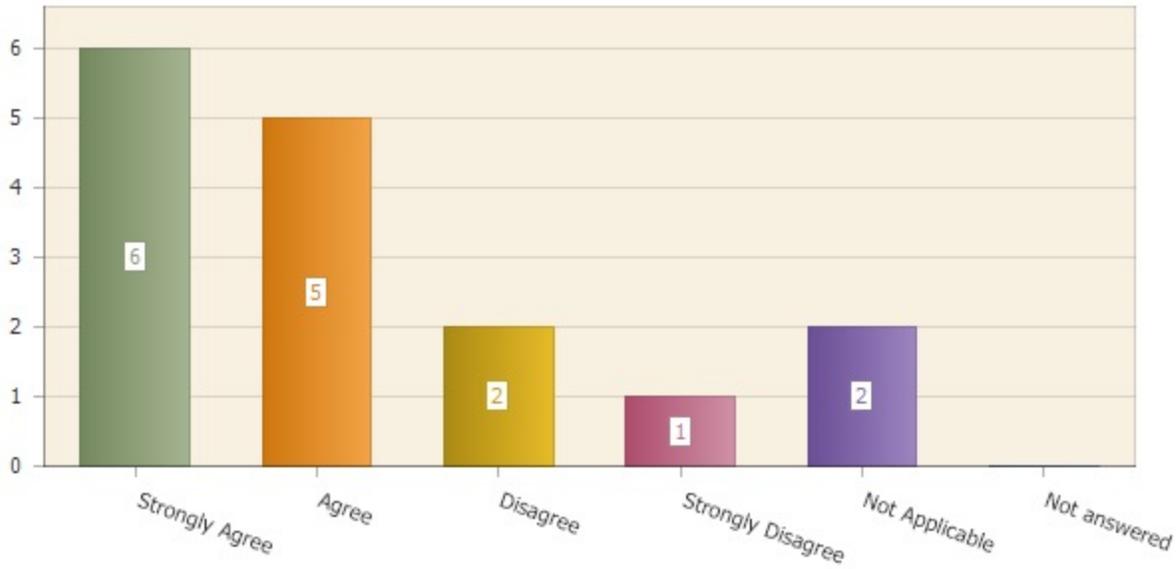
**The student learning outcome (SLO) reports were useful.**



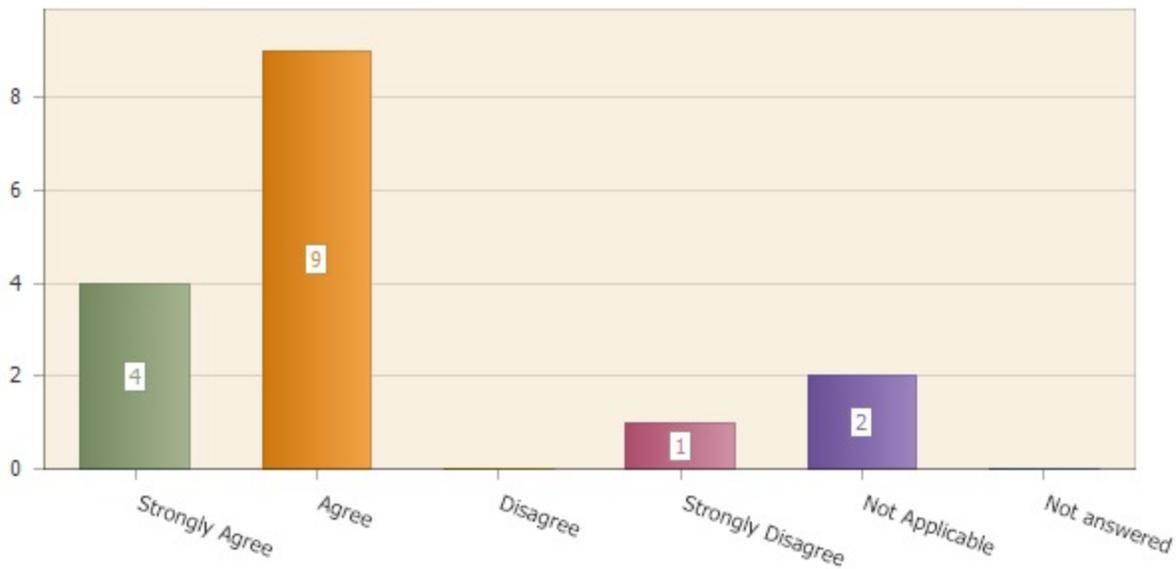
**I gained insights about my program from the student voice component.**



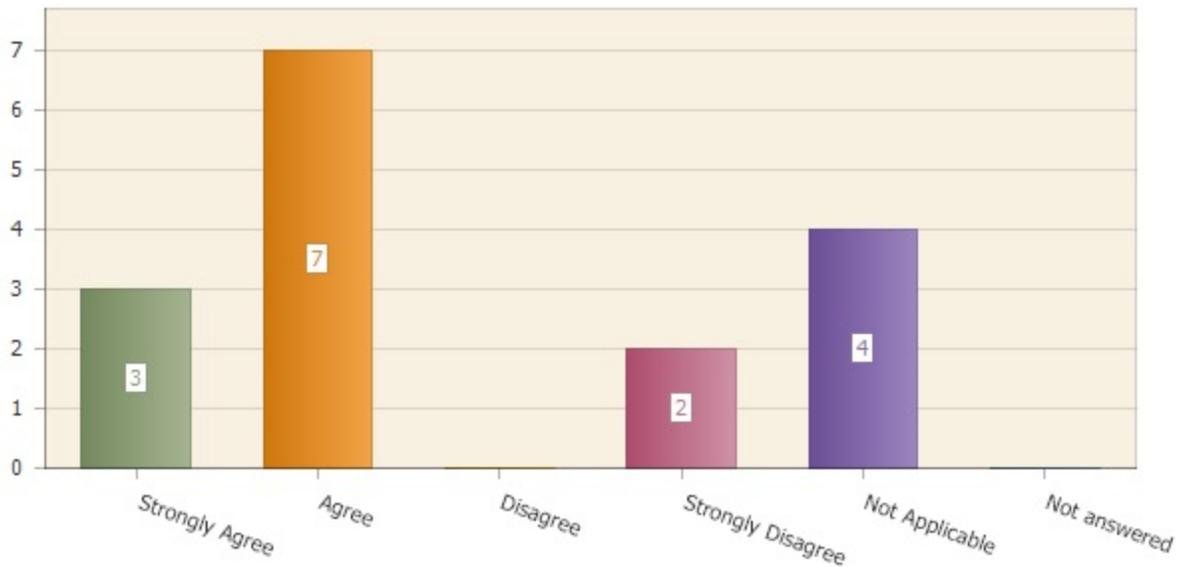
**Feedback from the IEC CPR team helped me to strengthen my CPR.**



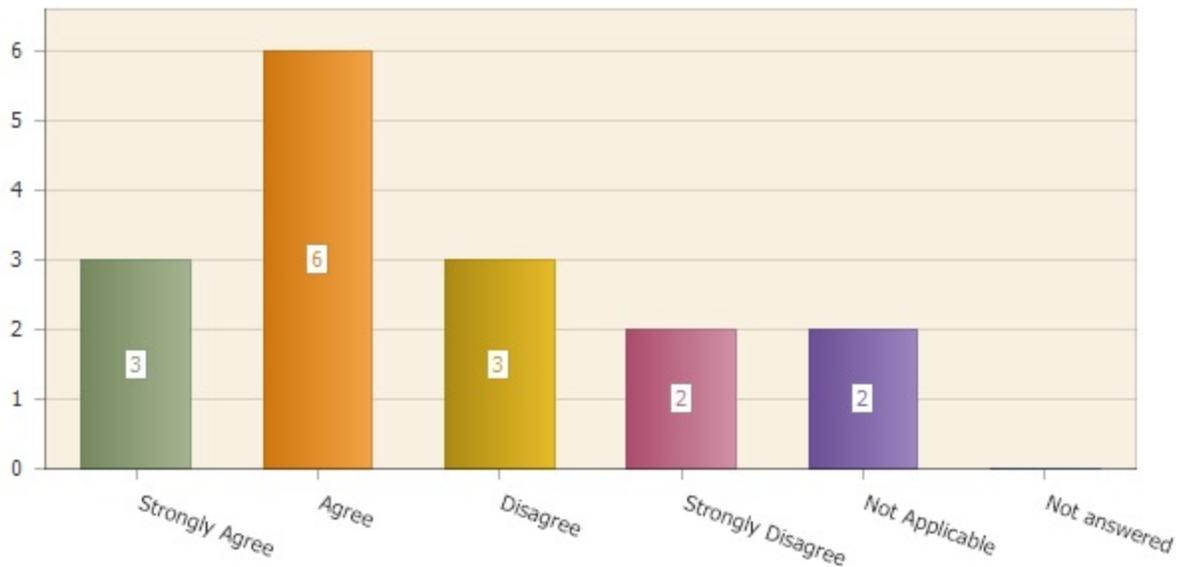
**The checklist to review the CPR helped me to strengthen my CPR.**



**The CPR helped me to crystallize thoughts about how to strengthen my program.**



**The presentations will give me an opportunity to connect with other programs across campus.**



<b>Matrix row</b>	<b>Not answered</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
The CPR template questions were easy to understand.	0 (0%)	4 (25.0%)	6 (37.5%)	3 (18.8%)	2 (12.5%)	1 (6.3%)
The CPR template questions helped me to reflect on my program's effectiveness and future goals.	0 (0%)	2 (12.5%)	8 (50.0%)	0 (0%)	2 (12.5%)	4 (25.0%)
The CPR template questions inspired meaningful dialogue with colleagues in my program.	0 (0%)	4 (25.0%)	6 (37.5%)	2 (12.5%)	1 (6.3%)	3 (18.8%)
The program data packets were useful.	0 (0%)	5 (31.3%)	5 (31.3%)	3 (18.8%)	0 (0%)	3 (18.8%)
The student learning outcome (SLO) reports were useful.	0 (0%)	3 (18.8%)	8 (50.0%)	1 (6.3%)	1 (6.3%)	3 (18.8%)
I gained insights about my program from the student voice component.	0 (0%)	2 (12.5%)	7 (43.8%)	3 (18.8%)	1 (6.3%)	3 (18.8%)
Feedback from the IEC CPR team helped me to strengthen my CPR.	0 (0%)	6 (37.5%)	5 (31.3%)	2 (12.5%)	1 (6.3%)	2 (12.5%)
The checklist to review the CPR helped me to strengthen my CPR.	0 (0%)	4 (25.0%)	9 (56.3%)	0 (0%)	1 (6.3%)	2 (12.5%)
The CPR helped me to crystallize thoughts about how to strengthen my program.	0 (0%)	3 (18.8%)	7 (43.8%)	0 (0%)	2 (12.5%)	4 (25.0%)
The presentations will give me an opportunity to connect with other programs across campus.	0 (0%)	3 (18.8%)	6 (37.5%)	3 (18.8%)	2 (12.5%)	2 (12.5%)

#### 1.4. P1Q4

If you disagree with any of the statements from question 3, please explain. What are potential ways to improve?

Question type: Open ended

Number of responses: 10

Number of respondents: 16

Not answered: 6

Date	Respondent	Answer
4/11/2022	Anonymous	I agree with the intent of CPR to reflect on my program's effectiveness and future goals. Yet, the current process does not lead to this outcome for several reasons. First, the college has access to all the data and should provide it in reports which clearly show program data compared to college wide data in easy to use visuals. DONT ask the departments to do this work - it is a waste of time and is not rooted in the skills for which we educational employees were hired. Most of us are trained to analyze data, not gather it. So please change the process so we can focus on what we do well. Second, SLOs are a very different from program data such as success rates which are grade based. For this to be a meaningful process, the College should decide which metrics we are actually using, SLOs or grades. Also, there is too much noise in course level SLOs and the process for recording them is unsustainable in work load and unreliable as a data set. So, why use them at all? Third, the presentation adds additional time and workload on instructors. Since our time is finite, any time you take from us for presentations is time taken away from students and learning.
4/11/2022	Anonymous	The feedback from the students was limited. Perhaps they were uncomfortable about making suggestions for improvement.
4/11/2022	Anonymous	As I spent more time reviewing CPRs with faculty teams, it became clear that some of the questions were worded in a passive and ambiguous tone that made it difficult to understand exactly what was needed. One example is the question about faculty PD - could refer to individual PD trainings, groups, or even PD presentations.
4/11/2022	Anonymous	Combine the goals in the CPR template, simplify the entry..put all goals together in a summary chart (ongoing, completed, new) for clarity and not have so many pages just to check boxes, do a pull down. It was unclear about the program mapping exactly what you wanted. The role of ID's overlapped with IEC support and was never clarified.
4/11/2022	Anonymous	The process is way too labor intensive. We went from having no support to being required to turn in Several drafts. Not everyone learns the same way and this not an English class.
4/12/2022	Anonymous	The CPR struggled to understand the nature of the courses and focus of the program.
4/13/2022	Anonymous	n/A
4/25/2022	Anonymous	I had a hard time with #3. Either you agree, strongly or otherwise, or Disagree, strongly or otherwise. There seems to be a middle ground here. For example, I had to read and re-read the template questions numerous times before I totally understood what was being asked. Two, there seemed to be redundancy in some of the topics. I'm not sure what a program data packet was because I didn't look at it! I was overwhelmed by all the emails and links coming from PRIE AND THE CPR group. That may have been my fault. I have no idea what happens to the CPRs after this presentation. What is the mechanism for all of us to connect with other programs across campus?
4/25/2022	Anonymous	I believe that the data should be solely analyzed by the department and the department should indicate where they need help.
		The resourcefulness of the slo data has one major challenge within our department. Our department didn't talk about how we are collecting that data, what is the assessments we are using to determine if someone has met the slo. In other words, I don't the reliability of that data,

5/3/2022

Anonymous

especially if we are seeing success rates as low as we do within our department. Shouldn't there be a correlation between the percentage of students meeting the slo's and finding success in the course? The student voice data doesn't seem reliable either. We got 138 respondents out of 2,600. The 138 that did respond seem to love our program but what about those that didn't respond? Is 138 enough to draw conclusions about the value of our program. I'm not sure how the presentations will help in connecting with other programs on the campus. What is the structure/mechanism for that to take place? Is it left on individual programs or individuals within a program to show initiative to search for that or do we have process of using cprs to systematically improve our institution by connecting programs together for shared learning and improvement opportunities (a learning process that is facilitated through our pd programming during division and flex days)? That, in my mind, would be designing for impact and results.

### 1.5. P1Q5

What, if anything, can be improved about the CPR template and/or checklist? Please be specific, such as identifying the question or question type.

Question type: Open ended

Number of responses: 11

Number of respondents: 16

Not answered: 5

Date	Respondent	Answer
4/11/2022	Anonymous	Fewer questions. Provide data packets with charts.
4/11/2022	Anonymous	Quick fix: Change writing from passive to active voice throughout. This will force every question to have a clear subject and action required, reducing the opportunity for ambiguity.
4/11/2022	Anonymous	Combine Goals instead of being in 3 different sections, put them in one for clarity and simplicity.. perhaps a summary chart with completed, revised, dropped, new with the detailed narrative following. Not have so many checkboxes, so much scrolling, make it a pull down or simpler. Exactly what do you want with the program mapping question? That was not clear.
4/11/2022	Anonymous	The process should allow people who want to and need to turn in drafts to do so while allowing other types of writers the freedom to create in a way that makes sense for them
4/13/2022	Anonymous	For the student feedback portion, identifying the potential student bias for a certain type of feedback i.e. (taking a class & does not like the teacher) & also if going forward in the program, how/if the student feedback will be incorporated. Just a suggestion :)
4/22/2022	Anonymous	It should be put into a format that makes it easier for multiple contributors to work on it simultaneously
4/25/2022	Anonymous	The template was good but a bit difficult to edit for some fields. We ended up copying it into a google doc for easier collaboration within our group, and copied the answers back, but some fields were too small.
4/25/2022	Anonymous	i understand that this was the first time we are doing cpr this way so having the materials like the checklist sooner will be helpful.
4/25/2022	Anonymous	One of my biggest issues is how do I disconnect the challenges my department had with other full-time members and the chaos that ensued, and the process itself.
4/25/2022	Anonymous	the language used should be simplified so that it is easy to explain. When we asked for an explanation of certain statements, it took the writers a long time to try and explain!
5/3/2022	Anonymous	Overall, I found the checklists and templates useful. I'm not sure if others share this same sentiment, but I'd love to have all of it as one pdf with a table of content. Particularly, seeing as I had to do most of the organizing of our program it would be great to just have "handbook" with all the material already in it.

**1.6. P1Q6**

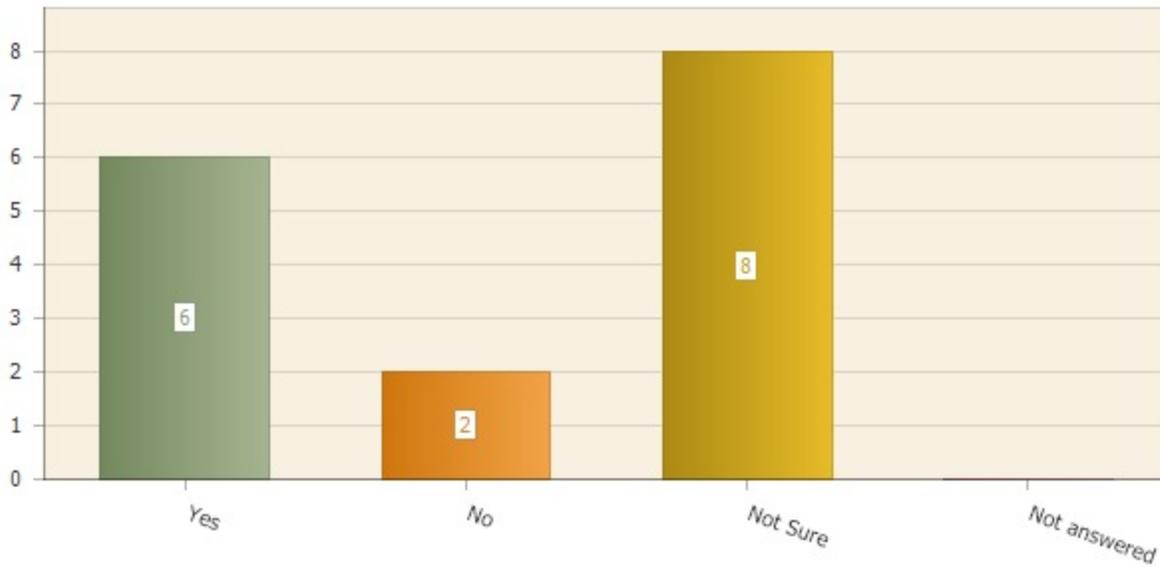
Instead of having a full CPR draft due in mid-November, would it have been more helpful to have broken down the CPR draft process and received feedback at different stages, such as:

Question type: Matrix & Multimatrix

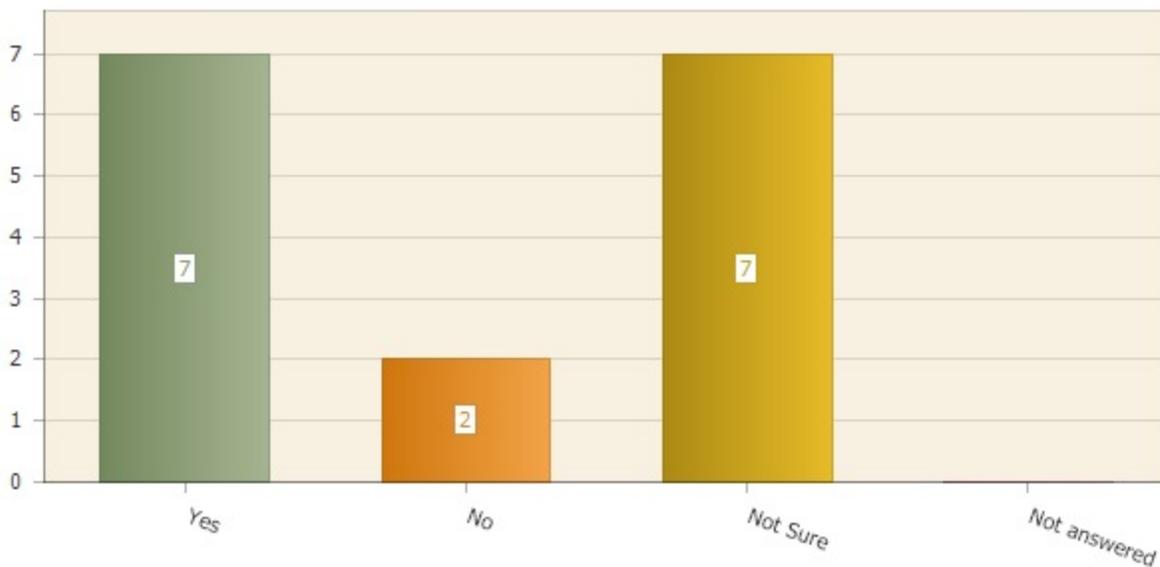
Number of responses: 16

Number of respondents: 16

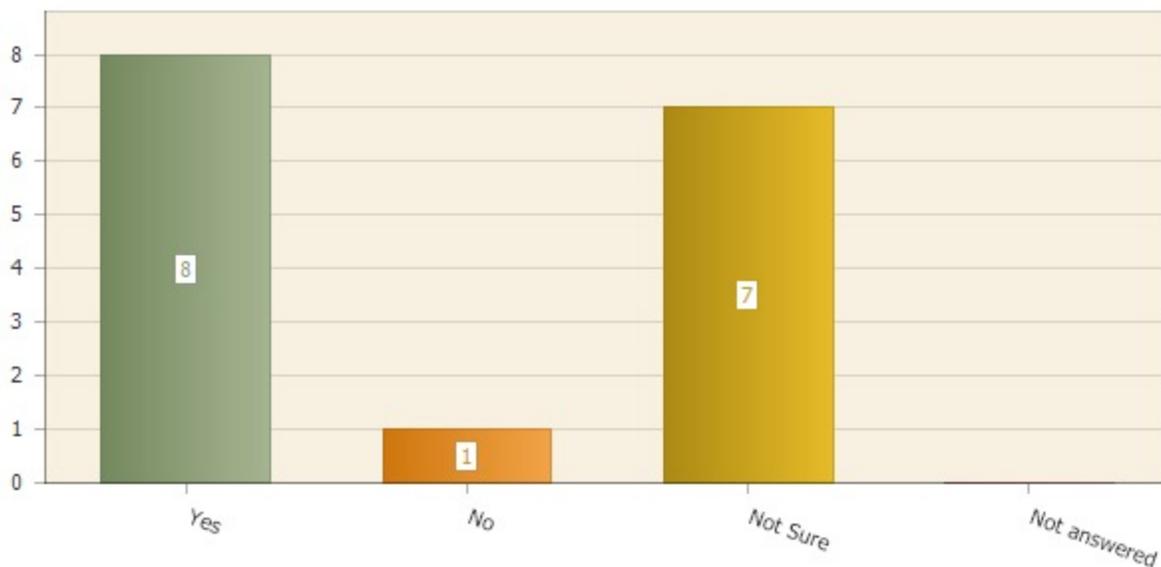
**Program overview and data sections draft due in April of first semester with feedback provided in May**



**Status of prior goals due by late September for feedback in October**



**Draft of new goals due by October (to inform resource requests) for feedback in November**



Matrix row	Not answered	Yes	No	Not Sure
Program overview and data sections draft due in April of first semester with feedback provided in May	0 (0%)	6 (37.5%)	2 (12.5%)	8 (50.0%)
Status of prior goals due by late September for feedback in October	0 (0%)	7 (43.8%)	2 (12.5%)	7 (43.8%)
Draft of new goals due by October (to inform resource requests) for feedback in November	0 (0%)	8 (50.0%)	1 (6.3%)	7 (43.8%)

**1.7. P1Q7**

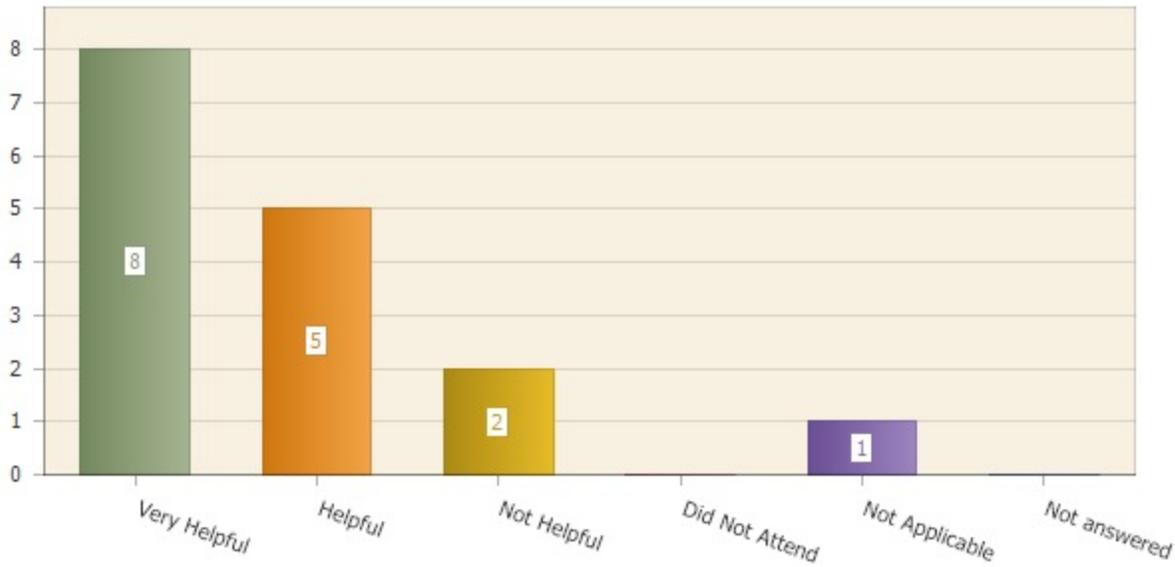
Please provide feedback on the degree to which these activities helped you to complete the CPR:

Question type: Matrix & Multimatrix

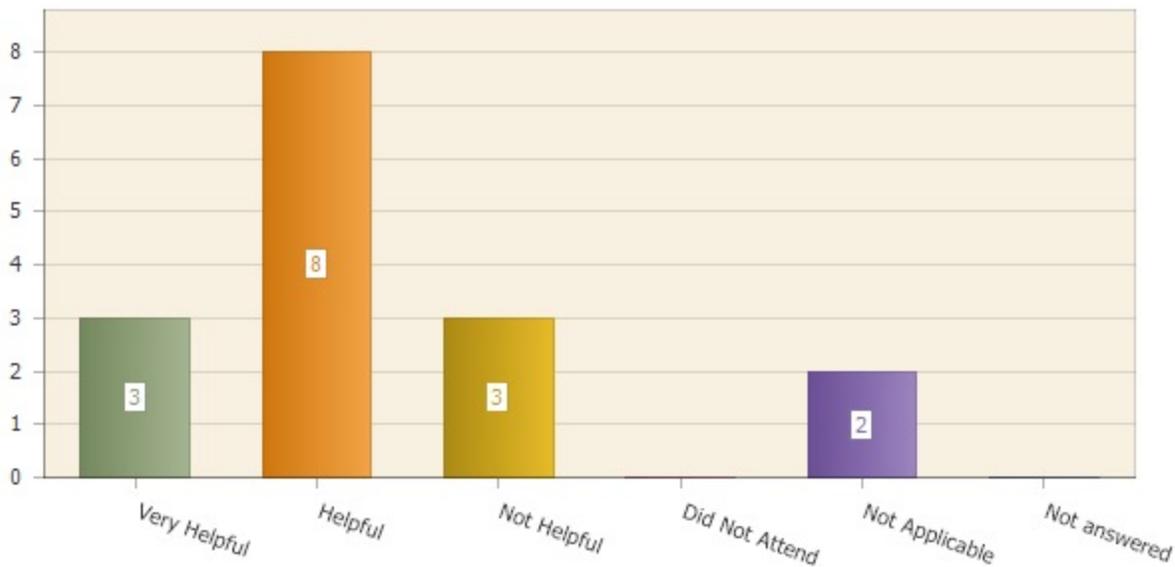
Number of responses: 16

Number of respondents: 16

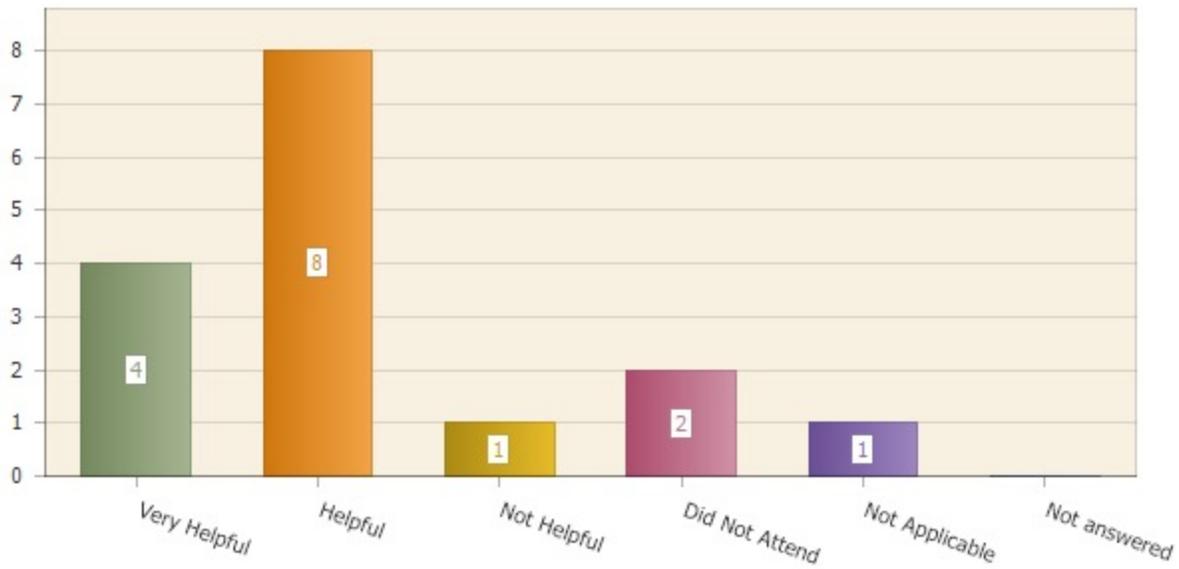
**E-mail reminders/ outlook invitations to save the dates**



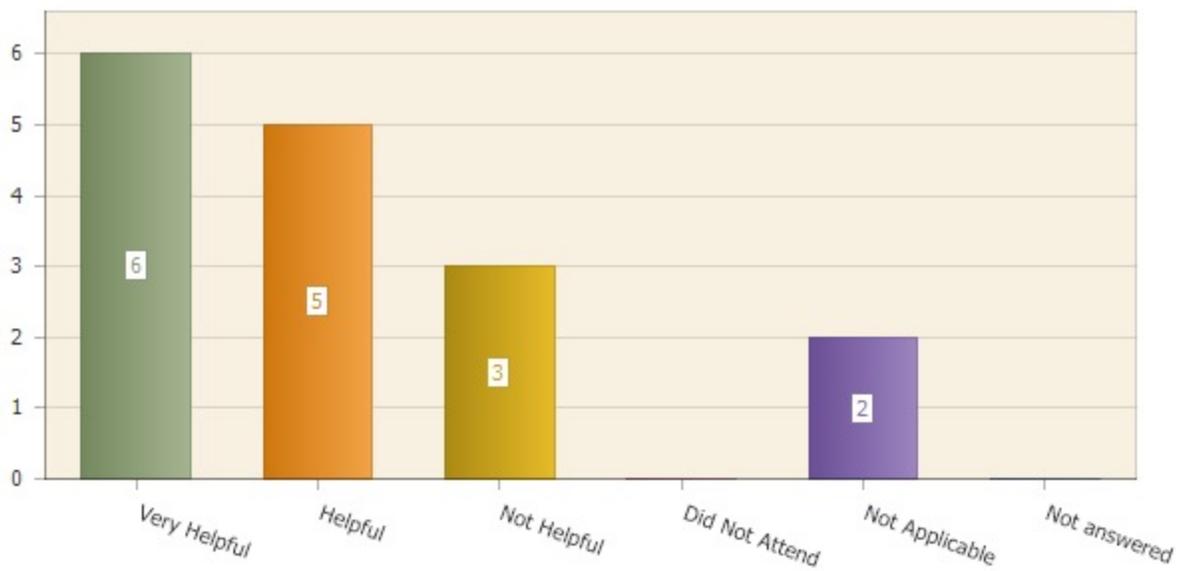
**Communications with the Institutional Effectiveness Committee (IEC) tri-chairs**



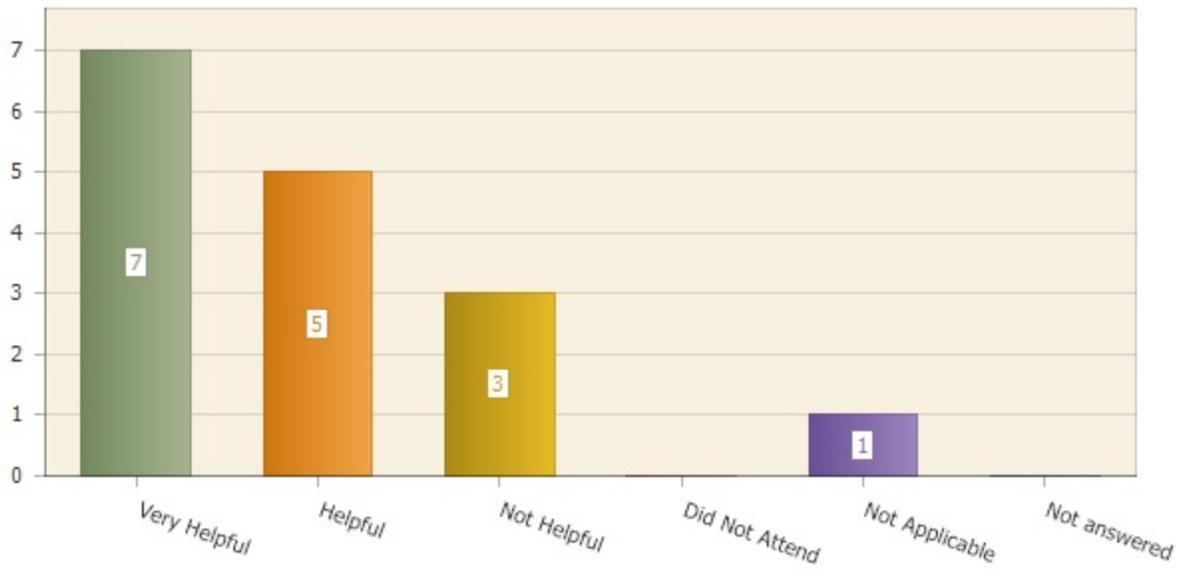
### Orientation in the first semester with the IEC



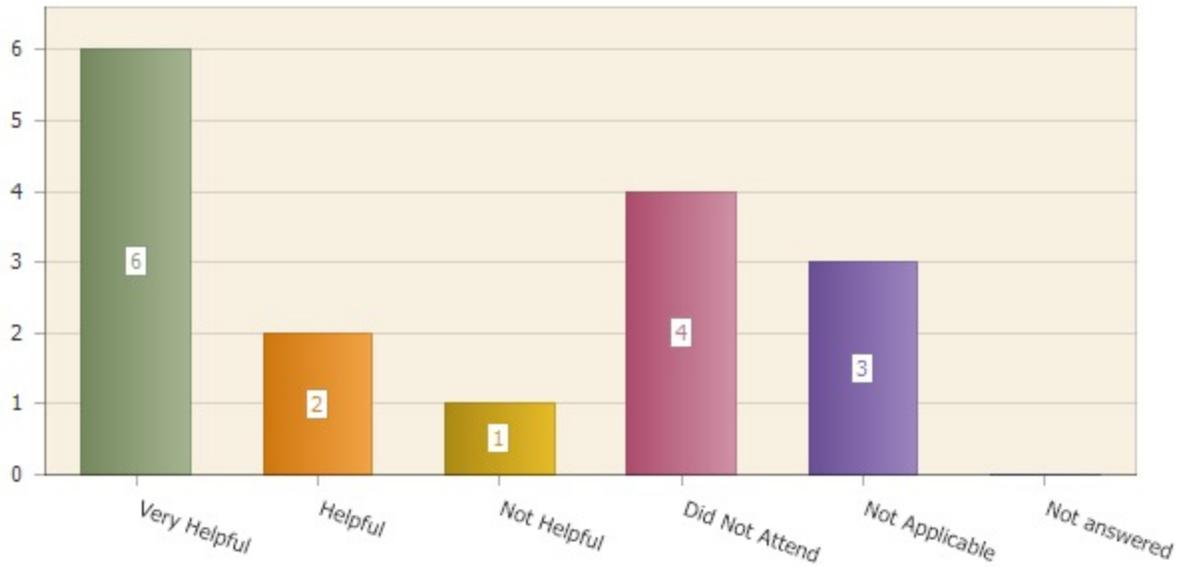
### Consultations with the Planning, Research, and Institutional Effectiveness (PRIE) staff



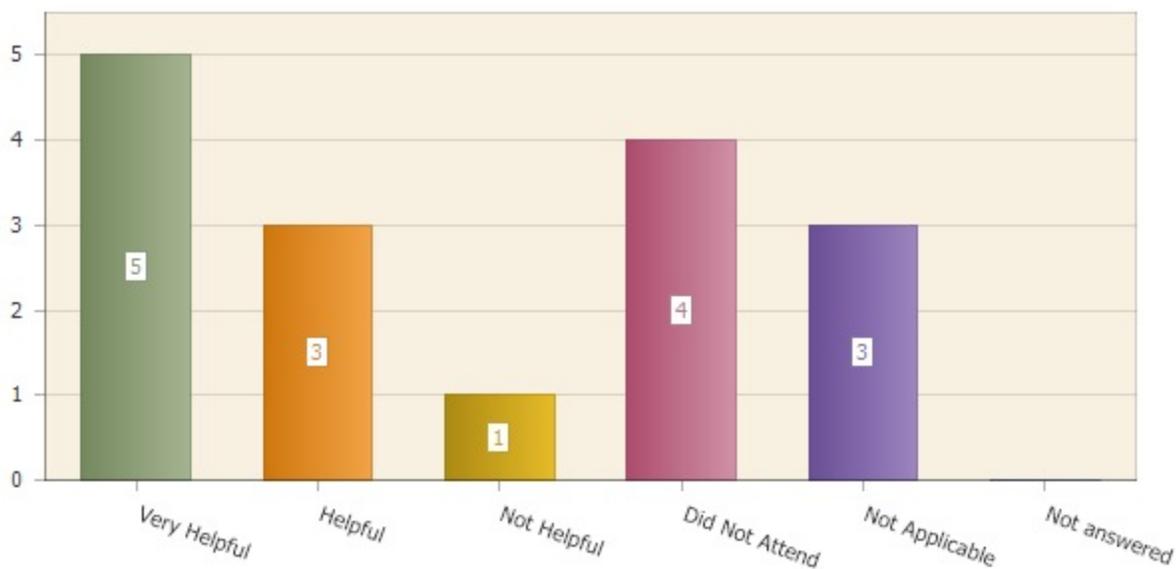
**IEC CPR Team Consultations (e.g., second semester - program evaluation, draft goals; third semester- feedback on draft)**



**Curriculum Committee CPR workshop**



## Summer Curriculum Institute



Matrix row	Not answered	Very Helpful	Helpful	Not Helpful	Did Not Attend	Not Applicable
E-mail reminders/ outlook invitations to save the dates	0 (0%)	8 (50.0%)	5 (31.3%)	2 (12.5%)	0 (0%)	1 (6.3%)
Communications with the Institutional Effectiveness Committee (IEC) tri-chairs	0 (0%)	3 (18.8%)	8 (50.0%)	3 (18.8%)	0 (0%)	2 (12.5%)
Orientation in the first semester with the IEC	0 (0%)	4 (25.0%)	8 (50.0%)	1 (6.3%)	2 (12.5%)	1 (6.3%)
Consultations with the Planning, Research, and Institutional Effectiveness (PRIE) staff	0 (0%)	6 (37.5%)	5 (31.3%)	3 (18.8%)	0 (0%)	2 (12.5%)
IEC CPR Team Consultations (e.g., second semester - program evaluation, draft goals; third semester- feedback on draft)	0 (0%)	7 (43.8%)	5 (31.3%)	3 (18.8%)	0 (0%)	1 (6.3%)
Curriculum Committee CPR workshop	0 (0%)	6 (37.5%)	2 (12.5%)	1 (6.3%)	4 (25.0%)	3 (18.8%)
Summer Curriculum Institute	0 (0%)	5 (31.3%)	3 (18.8%)	1 (6.3%)	4 (25.0%)	3 (18.8%)

### 1.8. P1Q8

If you rated any of question 7 as not helpful, please explain. What are potential ways to improve?

Question type: Open ended

Number of responses: 7

Number of respondents: 16

Not answered: 9

Date	Respondent	Answer
4/11/2022	Anonymous	Too much piling on, the feedback was confusing because IDs said one thing then IEC members another
4/11/2022	Anonymous	There were way too many emails. It was very daunting.
4/13/2022	Anonymous	N/A
4/23/2022	Anonymous	Too many sections with goals- confusing!
4/25/2022	Anonymous	Here is the problem again. There is no middle ground. Some assistance was helpful, but too much involvement made me close down.
4/25/2022	Anonymous	NA
5/3/2022	Anonymous	I want to start out by saying I like the overall structure and the idea behind having these various meetings, I just think the content of those meetings need to be reconsidered. I don't feel like any of the meetings helped our program build momentum in completing the various tasks associated with CPR. Some meetings had too much info (i.e. the orientation with IEC was content heavy) while others were too general (i.e. meeting with PRIE). Again, I think the design of touch points was good just the actual content of those meetings need some revision.

### 1.9. P1Q9

What, if anything, worked well about the CPR process this year? Please explain.

Question type: Open ended

Number of responses: 11

Number of respondents: 16

Not answered: 5

Date	Respondent	Answer
4/11/2022	Anonymous	Summer Curriculum institute.
4/11/2022	Anonymous	Instructional Design support, why was this left off these questions?
4/11/2022	Anonymous	I loved the curriculum institute and the curriculum workshops. They were effective and very engaging
4/13/2022	Anonymous	I think that we had suitable time for the entire process, nothing felt rushed. I think meeting with the IEC CPR Teams to review feedback & get to know one another while learning how to do the CPR was great & I learned what I needed to, despite never having been on the committee prior to this year.
4/22/2022	Anonymous	Having a dedicated CTTL resource attend department meetings and help us along
4/23/2022	Anonymous	Andrea Fuentes saved my soul!
4/25/2022	Anonymous	The continuous support was very helpful. Andrea Fuentes was amazing and never got tired of all of our questions. We were very lucky to have strong participation from adjuncts, and had weekly department meetings throughout the year. Having the ability to provide compensation (at least in the early stages) made this possible. Not only did it make it easier to ask for adjunct help, but they should really be compensated for their valuable contributions (given that they teach the majority of our courses).
4/25/2022	Anonymous	What worked well was being able to have feedback from my support team. The questions they asked and wondered about helped me better inform my presentation and the data
4/25/2022	Anonymous	I need to think about this.
4/25/2022	Anonymous	Having a specific tri chair as the lead for our team.
5/3/2022	Anonymous	The three semester approach, the checklists and templates, and the touch points were all great improvements over the previous structure of cpr. Thank you!!!! I know a lot of time and consideration went into designing this new process. I'm sure that there was a ton of different things to consider when making design decisions around the structure and the content of our new cpr approach. I want to thank you all for going through all that making the decisions for us. Its way easier to pick a design apart when a design has been offered than it is to create a design from scratch and have to juggle the different interests and issues. I want to sincerely thank you all for the hard work that went into creating this new process. I hope the feedback I have provided is taken in the spirit of potential improvements to an already a great design. I appreciate you all!

### 1.10. P1Q10

What, if anything, would you recommend be done differently in the CPR process next time that you didn't already mention? Please explain.

Question type: Open ended

Number of responses: 9

Number of respondents: 16

Not answered: 7

Date	Respondent	Answer
4/11/2022	Anonymous	Carefully consider which meetings IEC members should be required to attend. For example, we were required to sit through CPR overview, which was not a good use of our time.
4/11/2022	Anonymous	Make the template editable, like be able to delete 3 of 5 new goals if there are only 2
4/11/2022	Anonymous	We really need to have a conversation about the purpose of CPR. I understand it falls under the 10 +1, if that is the case, we are putting a bunch of offerings, learning communities etc through a process that is not meant for them
4/11/2022	Anonymous	Some of the meetings seemed superfluous, and the faculty team we were working with often didn't seem prepared to work.
4/13/2022	Anonymous	I think it would be great to have the CPR due earlier in the year, so that feedback can be given x2, to create the best quality review for that program, for the next seven years. Also, meeting with the CPR teams more than once, maybe at least twice, would create closer collaboration & feedback between teams (IEC CPR Teams& Programs), allowing discussions around the programs to be more authentic & easier to approach, while not in active meetings with one another.
4/25/2022	Anonymous	It would be great if adjunct faculty could be compensated for the time they contribute, beyond the summer curriculum institute.
4/25/2022	Anonymous	n/a
4/25/2022	Anonymous	I really need to think about this.
4/25/2022	Anonymous	Just try to keep all work limited to the times we meet, we already meet more than any other committee, so we should be able to complete all work during our bi-monthly meetings, or assign outside work, and keep meetings to once per month, or every third week at least.