



Before we begin.....

Take a minute to read the case study of Everyman University which has been placed at your table or seat.





Program Alignment and Review—The Foundation for Institutional Evolution

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Learning Outcomes



At session's end, attendees will be able to.....

- 1. Describe the academic program review process from inception to action planning and follow-up*
- 2. Use the available materials on Drexel's Assessment website to develop a review process specific to your institution*
- 3. Plan ways in which academic program expectations can be managed effectively*

Why Bother?

- MSCHE Accreditation
- 32 External Accreditation Bodies
- Federal Compliance

BUT.....

*....the most important reasons are
program quality and strategic
alignments both of which
dramatically impact the student
experience*



What is Program Alignment & Review [PAR]?

PAR is intended to be a formal, developmental, constructive, cyclical and critical self-study process resulting in superior academic programming at Drexel.





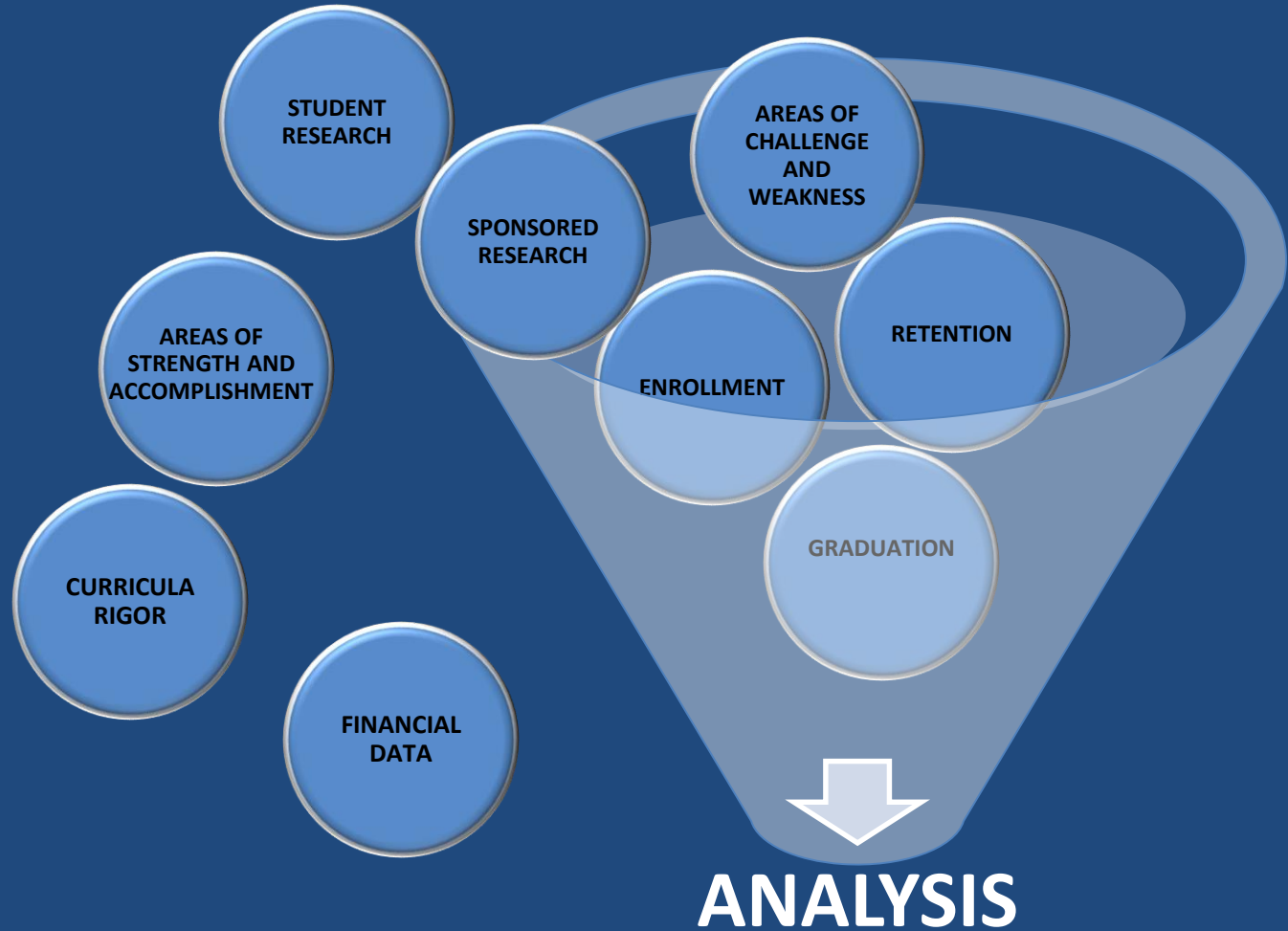
What Does PAR help us to do?

PAR helps us to determine:

- Quality, currency & relevance of the program
- Fiscal viability
- Research, scholarship and creative productivity
- A blueprint for modifications
- Efficiencies and economies



PAR IS DATA DRIVEN

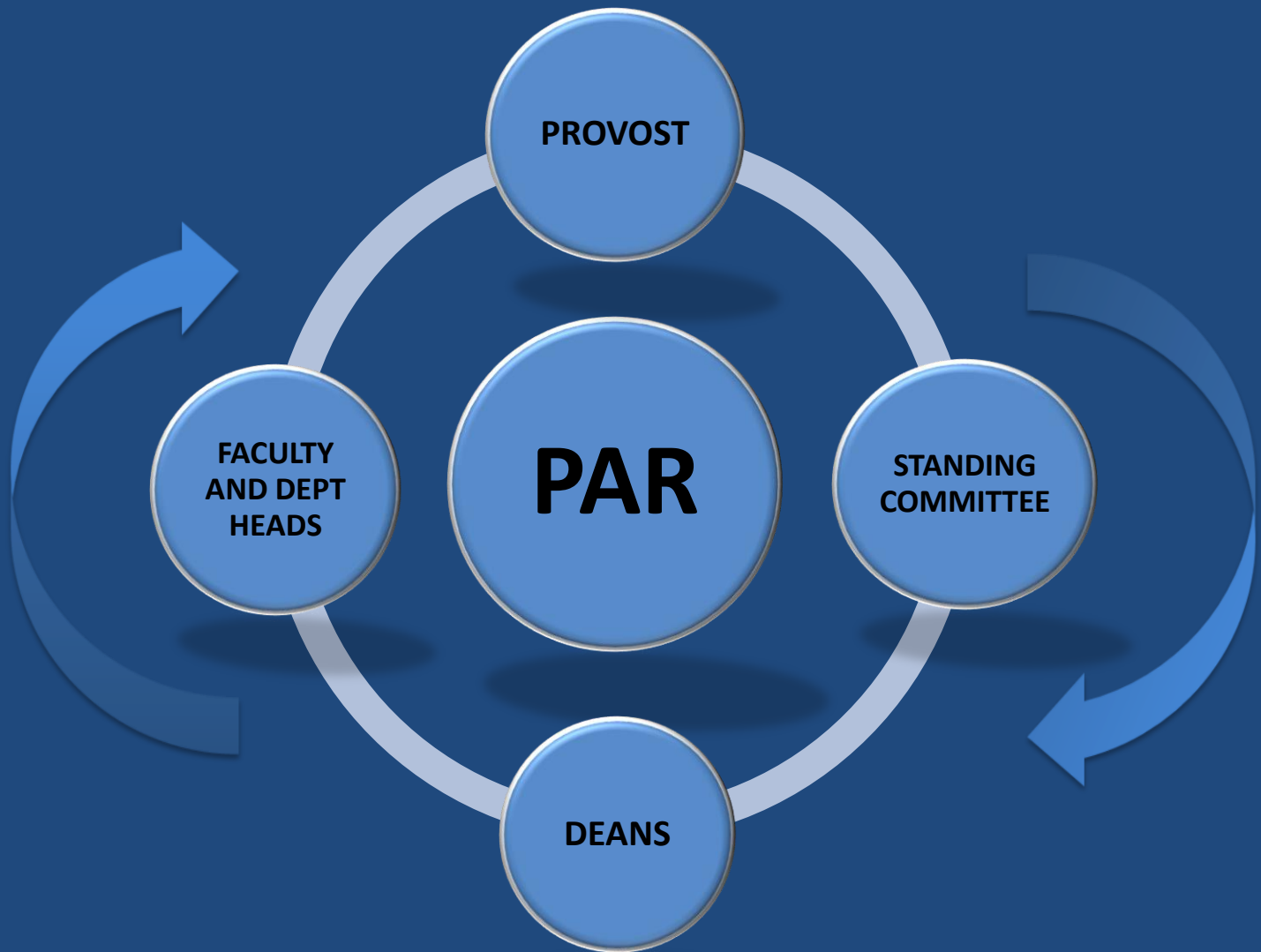




PAR Process for Academic Units

- Self-study process using guidelines that include an external review site visit
- Four Term Process - Academic Year
 - Summer/Fall/Winter Term ➡ self-study report
 - Spring Term ➡ external review/site visit/preliminary oral exit summary
- Final Product
 - Action Plan implementing the recommendations of both reviews
 - The Action Plan is monitored by the Provost and the Deans to ensure successful and meaningful implementation of the recommendations

Roles in PAR Process



ISSUES ACCEPTED AS ACTIONABLE FROM THE SELF-STUDY AND EXTERNAL REVIEW REPORTS	GOALS & OBJECTIVES	INTENDED OUTCOMES	DATA COLLECTION	PROJECTED START DATE	CURRENT STATUS	PROGRESS REVIEW DATE	TARGET DATE FOR COMPLETION	INTERNAL & EXTERNAL CHALLENGES	IMPLICATIONS FOR PROFESSIONAL DEVELOPMENT	STRENGTHS, WEAKNESSES AND OPPORTUNITIES	INDIVIDUAL(S) RESPONSIBLE	RESOURCES REQUIRED	COST OF IMPLEMENTATION	ACTUAL OUTCOMES & FINDINGS
Update the lab equipment available to MEM UG's	1. Familiarize the students with 21st century instrumentation 2. Identify unreliable instrumentation and so the students don't waste laboratory time while equipment is repaired 3. Develop a schedule for equipment replacement and renewal to insure optimal lab functioning	1. Students will do in the laboratory what they may see on Co-op 2. Wasted laboratory time will be reduced 3. Procedure for replacement and renewal of lab equipment will be operationalized	Lab students will be surveyed at the end of term. Questions and format will be customized	1-Aug-13	Planning	1-Jan-14	Ongoing	Financial Resources to be designated either as an increase in the operational budget, or as a reallocation of existing funds within the current budget cycle	Lab Technicians and faculty will have to be trained in new equipment operations	1. The primary strength and opportunity is the ability to increase student satisfaction in the lab experience 2. The major weakness is a financial one - funding 3. Given the recent increase in the number of majors applying to the program, lab improvement is essential despite the potential for diminished resources.	Chair of Departmental Academic Support Committee (presently E.C. Kumbur); Laboratory Supervisor; and Faculty Leaders Responsible for Laboratory Class	1. Release time with which to inventory current equipment for efficacy as well as to investigate equipment replacement 2. Financial resources	We have purchased \$70,000 of state of the art equipment with end of year money provided by the University; we have developed a wish list of \$130K to form the basis of fund raising	

PAR STRENGTHS

- **Transparent**
- **Accelerates internal change**
- **Fosters dialogue and communication**
- **Promotes curriculum re-design**
- **Promotes interdisciplinary academic programming**
- **Informs resource allocation decisions**



PAR CHALLENGES

- Facilitate funding and growth
- Overcome a history of under resourcing
- Create shared governance
[*Tenure, Teaching and Contingent
Faculties*]
- Manage expectations
- Manage action plan
implementation
- Resource limitations for hiring



PAR OPPORTUNITIES

- Examine curricula currency and design
- Facilitate communication channels among faculty and disciplines
- Encourage interdisciplinary approaches to academic programming and collaboration
- Examine program alignments



PAR OPPORTUNITIES

- No separate funding for many expensive recommendations
 - Integrate recommendations into...
 - Annual faculty hiring plan
 - Institutional Advancement campaign plans and donor relations
 - Facilities and lab projects in larger master plan
 - Create reports for the President and Board of Trustees on PAR's priorities and challenges

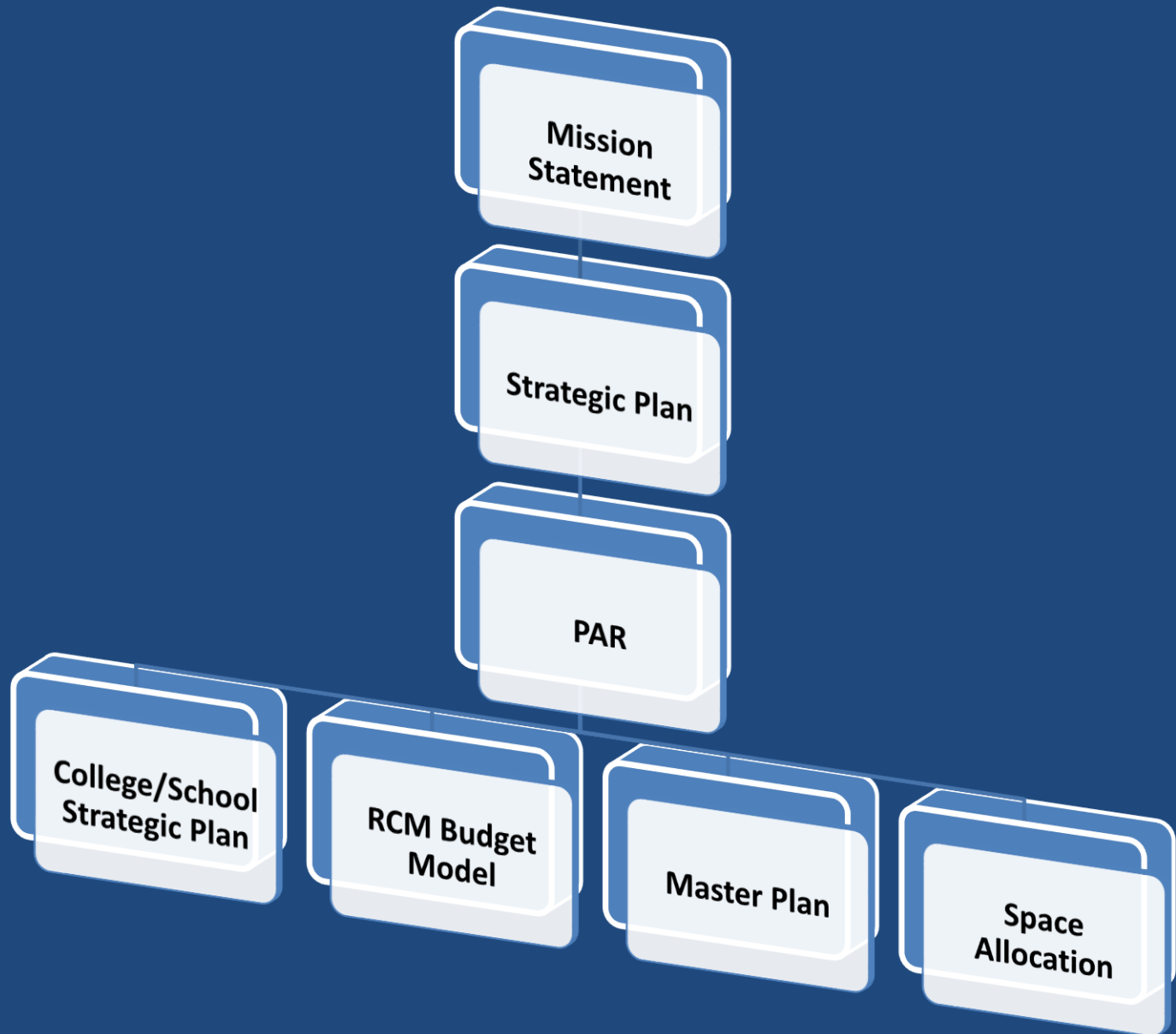


PAR OPPORTUNITIES

- Create tools and processes to determine costs, program justifications, and facilitate projections to determine future direction
- Integrate with university planning processes and inform decisions across the institution
- Promote communication, collaboration, shared governance, and transparency



APPROACH



Example

- **PAR Analysis of English and Communications**
 - Identified problems with Writing Program
- **UAC Created to Analyze program**
 - Major recommendation for new location for Writing Center/Writing Program
 - Dean submitted space request for expanded location
 - Met with IA to inform for campaign/potential donors
 - Presented to president at Strategic Plan initiative meeting





Is There Life After PAR?

- Action Plans are implemented & monitored by the Provost and the deans
- The Provost's Office provides the President and Cabinet with data to aid in the assessment of the strategic plan
- Outcomes are regularly assessed to determine success/status of implementation

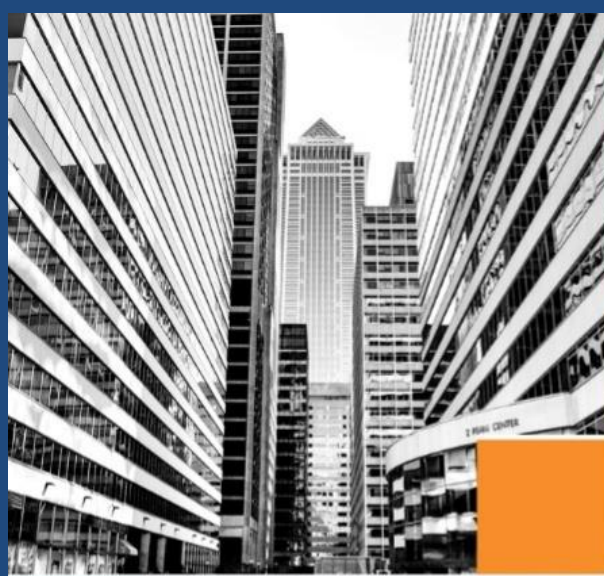
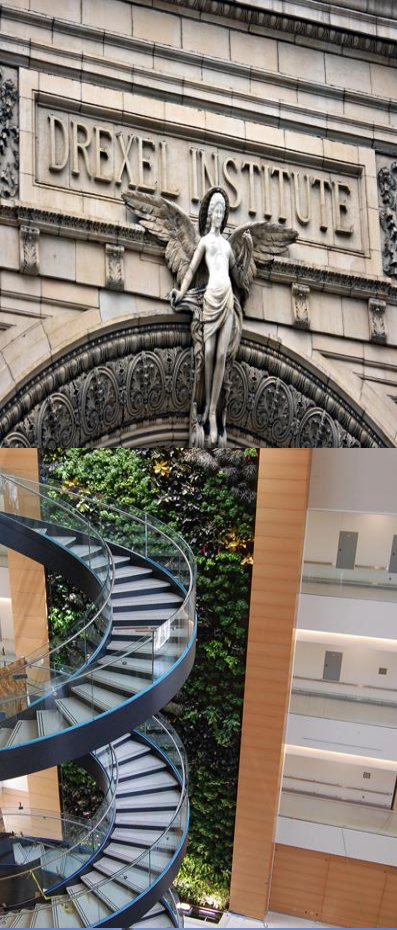


WEBSITE

PUBLIC WEBSITE

<http://drexel.edu/provost/initiatives/program-alignment/>





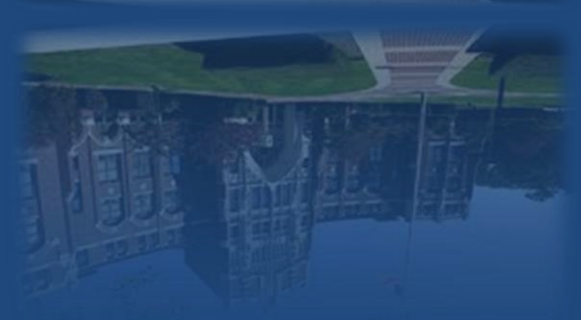
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ANNUAL ASSESSMENT
CONFERENCE**



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September 7th – 9th, 2016*

Activity

- The Case Study
Everyman
University [EU]



Activity

Task 1:

From a dean's or provost's perspective identify some potential problems with the recommendations of the program review of the biology department at Everyman University.



Activity

Task 2:

Reframe the recommendations into pragmatic solutions that may be more realistic for the university to accomplish. Consider Everyman's strategic plan as guiding principles and remember that solutions will be more likely to succeed if these are fiscally realistic and sensitive to faculty concerns.

