Recommendation #1
To fully meet the standard, the team recommends that the college extend its use of program review to ensure that all administrative units complete a cycle of evaluation that examines their impact on institutional processes that affect student learning.

Recommendation #2
The team recommends the college develop and refine its program review process and to identify student learning outcomes at the course, program, and institutional levels. The college should also systematically assess these student learning outcomes and use the results of these assessments for the improvement of institutional effectiveness. In addition, the college should ensure that assessment of program quality occurs for all student support, academic and administrative programs.

Recommendation #3
The college must develop a formal assessment process to evaluate the effectiveness of its Distance Education program in meeting the institutional mission. The process should include a systematic evaluation, analysis, communication, and improvement of the program, including assessment of how well each online course is satisfying its student learning outcomes, support staff development, and technical assistance for faculty.

Recommendation #3 (cont.)
This review must include a formal evaluation of student support services and learning resources including its design and delivery. The college should compare the instructional quality of face-to-face and distance education courses and develop a strategic plan for distance education.

Recommendation #4
To meet eligibility requirement #11, the college must finalize its discussion regarding General Education and ensure General Education courses that are consistent with levels of quality and rigor appropriate to higher education be made part of all programs.
Recommendation #5

To fully meet the standard, the team recommends that the college review personnel procedures for all hiring to ensure consistency, transparency, and confidentiality.

Recommendation #6

To fully meet the standard, the team recommends that the college reviews its evaluation process for all positions and ensure all staff and faculty (including post-tenure faculty) are evaluated in all operational units on a regular basis. The regular evaluations of all faculty members and others directly responsible for student progress toward achieving stated student learning outcomes must include, as a component of their evaluation, effectiveness in producing those learning outcomes.

Next Steps...

Rec. #1) All units, instructional and non-instructional, will have in place by May 2013 stated student learning outcomes.

Next Steps...

Rec. #2) As part of the program review process, each unit will be responsible for identifying necessary assessments to evaluate the impact on student learning. In addition, each unit will identify how procedures, processes or practices have changed as a result of that analysis.

Next Steps...

Rec. #3) The college has completed an analysis of face-to-face versus D.E. delivery modes. By May 2013, we will have a Strategic Plan for Distance Education that evaluates:

  - Student learning
  - Learning resources
  - Student support services

Next Steps...

Rec. #4) Complete campus-wide discussion and organization of general education.

Create, if needed, courses that satisfy specific CTE areas.
Next Steps...

Rec. #5) Policies and procedures related to all hiring that address consistency, transparency and confidentiality will be posted on the Intranet by end of Jan. 2013.

Next Steps...

Rec. #6) Create campus policies related to 100% completion of individual performance evaluations.

Other items needing attention...

- Completion of mapping course to program SLOs
- Institutionalize formal SLO evaluation
- Establish periodic assessment of program outcomes as basis for program improvement
- Assurance that all faculty carry out assessment of course SLOs

Other items needing attention...

- Implement the plan for administrative assessment
- Develop the role of governing bodies and their relation to assessing institutional effectiveness
- Utilize institutional research capacity