

**Progress Report to the IPC Committee**  
**Responsive Academic Leadership and Programs – Goals 2 and 3**  
**February 7, 2012**

The focus of the Responsive Academic Leadership and Programs Committee of IPC this academic year is to examine the college's programs and disciplines in a comprehensive and systematic way to begin discussions that best speak to the college's mission, vision and strategic plan. Assessment of the college's programs and disciplines is fulfilled through the newly revised program review process. The IPC sub-committee also addresses Goals 2 and 3 of the college's Strategic Plan, particularly the five strategic initiatives that comprise the two goals.

**Goal 2: NVCC Faculty and staff make a difference – at the college, in the community, in their fields of study and in the lives of students.**

**Three Strategic Initiatives**

**1. Build the Internal Campus Community:**

- a. Professional development activities including workshops on assessment and grant writing, and managing disruptive behavior in the classroom have brought important topics to faculty and staff to enhance their understanding of these topics
- b. Brown Bag Colloquia has given faculty and staff an opportunity to discuss their research and interests to members of the college community
- c. NEASC Self-Study process has brought faculty, staff and administration together in a collaborative way to work on the college's decennial reaccreditation.
- d. **Revised program review process, focus of the IPC sub-committee this academic year, is bringing faculty and staff together to produce more comprehensive and meaningful outcomes**

**Program Review:**

This academic year nineteen programs and disciplines are scheduled for review through the revised program and discipline review process. It appears that several programs and disciplines were either never reviewed or were off-cycle and in need of review. It is the hope of the committee to get the process back on cycle this year. The programs and disciplines going through the self study this year include the following:

**Programs:**

Accounting

Aviation Science  
Business Administration: Business Computer Applications  
Business Management  
Drug and Alcohol Rehabilitation Counselor  
Environmental Science  
Horticulture  
Liberal Arts and Sciences  
Visual and Performing Arts (Dance, Digital Design, Music, Theater, Art)  
Fire Technology

**Disciplines:**

Collegiate Level Writing  
Communications  
Developmental Math  
Developmental English  
History

The revised format calls for a committee to be comprised of a chair (from the program or discipline), two to three faculty from the program or discipline (and an optional faculty member from outside the program or discipline), a student in the program or discipline and an external reviewer. The process begins at the start of the academic year. The committee meets regularly during the year with the document completed no later than May 1. At the completion of the program or discipline review the chair of the committee presents the findings (strengths, weaknesses, recommendations) to the Cabinet and President for further review and deliberation (Attachments 1 and 2).

**Mid-year progress report:**

**BSS:**

Behavioral Science has been submitted (due last year) and returned for additional work  
Psychology has been completed  
Political Science has shown little progress (due last year)  
DARC is moving along nicely  
History has shown little progress so far

**Arts and Humanities:**

Visual Arts (dance, digital arts, music, theater, art) has formed a committee but no progress beyond that  
Liberal Arts and Sciences has formed a committee and has met once to review the template

Developmental English has formed a committee and has met twice to review the template  
Communications has formed a committee and has met twice to review the template  
Collegiate English has formed a committee but no progress beyond that  
Philosophy has not formed a committee and has shown no progress

**STEM:**

Developmental Math is making progress  
Physics (due last year) was just completed  
Environmental Science is in process  
Horticulture is completed with PLANET accreditation

**Allied Health:**

External review for re-accreditation in PTA program is moving along

**Business:**

Marketing (due last year) has shown no progress  
Accounting has shown little progress  
Aviation Science has shown no progress  
Business Management has shown no progress  
Business Computer Applications was just completed  
Fire Technology (never done) has shown no progress

**Summary:**

Results for the year so far are disappointing. There is more work that needs to be done. Division directors have been asked to enforce deadlines to insure self-studies are completed by May 1.

**2. Increase Volunteerism, Mentoring and Service Learning:**

- a. The Behavior and Social Sciences Division implemented a formal Service Learning initiative on campus in fall, 2008. In fall, 2009, service learning was implemented in BSS courses with over 45 students participating and serving 16 community agencies. Data shows that students enjoyed a very positive learning experience. We now need to look into service learning opportunities beyond the BSS division.
- b. A mentoring program is in place. The program provides students/mentees with the opportunity to work one-on-one with a responsible professional (faculty or staff) from the College. The goal is to provide a network of faculty and staff who

volunteer their time to support and help students feel comfortable in their learning environment. Currently we have 200 students in the program.

- c. NVCC students and faculty volunteer (soup kitchen, support groups, mentoring program) but more needs to be done here.

### **3. Strengthen Grants Management:**

- a. Workshop on grants management for faculty and staff
- b. Need for part-time grants management position; President indicates this is forthcoming.

### **Goal 3: NVCC programs meet and beat industry standards.**

More than ever, the college must determine which degree and certificate programs and disciplines are no longer supporting the mission and vision of the institution. We need to begin to identify those programs and, if necessary, eliminate them. At the same time we need to identify which degree and certificate programs we need to promote and which new programs we should develop. This is a time to look at enrollments, costs, and the workforce to determine which degree and certificate programs best speak to the demands of the community and students we serve. The program and discipline review process will allow us to do this. Data that will be collected and analyzed by the Office of Institutional Research will assist us in the decision-making process.

### **Two Strategic Initiatives**

#### **1. Expand Workforce and Economic Development:**

- a. Program reviews will help determine which programs prepare students for the workforce. This will help us evaluate programs that connect NVCC students to employers. We need to focus on “state-of-the-art programs to meet employer demands.” We also need to look at developing new, innovative curricula to meet these demands.
- b. Granting certificates to students who are working towards an associate’s degree to enable them to get out into the workforce sooner. An article titled, *Certificates Count: An Analysis of Sub-baccalaureate Certificates*, in Complete College America, December 2010, indicates that the focus now is **completion**. According to the article, granting certificates, “can deliver greater income returns than associate and some bachelor’s degrees.” This is the key to student success.
- c. The proposed manufacturing center will meet workforce demands. It will help us to recruit high schools students as well. President Obama, in his State of the Union

Address recently, noted that the focus now is on manufacturing which is where the jobs are and where they will be for the next several years.

**2. Develop Seamless Non-Credit to Credit Programs**

- a. Currently we do not offer seamless transitions from non-credit to credit programs. This calls for further discussion in this area.