



ACHIEVEMENT

Achieved 100% = **Green**

CORE THEME

Sustainability

OBJECTIVE

S.3: Southwestern delivers viable quality instruction

INDICATOR

S.3.2: Success Indicator 41 – Quality Instruction

Measured by the annual percentage of faculty being evaluated that earn a positive evaluation based on internal faculty evaluation schedule

Indicator Thresholds

Green: 95% or greater Yellow: Between 85% and 94% Red: Below 85%

Purpose and Meaning

Measures the delivery of instructional programs through the evaluation of faculty assessing the quality of the delivery and instruction.

WHAT WAS ACHIEVED AND WHAT IS PLANNED FOR THE FUTURE

There were 22 full-time faculty scheduled for evaluation during the 2012-13 academic year. Only 12 were evaluated prior to June 30, 2013 and all 12 received a positive evaluation with the remaining 10 also receiving a positive evaluation although final completion of the paperwork is pending as of September 1, 2013. The evaluation process is detailed in the collective bargaining agreement between the faculty union and the college. It is a rigorous process that occurs each year prior to being tenured, then every three years after tenure is earned. For this year, the two academic deans are responsible for evaluating the vast majority of the full-time faculty. The Dean of Students evaluates the faculty counselors/advisors in student services, and the Executive Dean of the Curry Campus evaluates the one full-time faculty member assigned to that campus. This process will remain in place until at least the next negotiating session with the faculty union where that part of the contract is opened up for discussion and possible change. The faculty that were evaluated received overall excellent evaluations. The process includes a peer evaluation, a faculty portfolio, an administrative evaluation, a report of yearly service, as well as course evaluations by students. Another issue related to this indicator is the evaluation of part-time faculty which is not currently happening at this time. A process to ensure this is done each year will be developed in 2013-14.

FACTORS AFFECTING RESULTS/PROGRESS

Factors affecting these results include faculty development programs in place and consistently applying the evaluation process which encourages professional growth and improvement of weak areas. One issue affecting the fact that just over 50% of the faculty due for evaluations were actually evaluated during the year is a Deans workload issue. There needs to be more review of an organizational structure that will allow the deans to have time to spend on evaluating full-time faculty in a timely and complete manner.

Planning Priorities

Strategic Goal 3 – Maintain and develop quality learning opportunities to encourage student success and achievement.

Annual Priority – 3.2: Provide academic offerings which meet accreditation, national, state, and local standards including educational technology quality standards and industry quality standards.

Institutional Planned Accomplishment -3.2B: Improve quality control of academic offerings through effective course and program evaluation and faculty evaluation.

Unit Planning

Planning should also involve a faculty mentoring process to help new faculty acclimate to the college culture and environment. We should always be looking at ways to improve the faculty evaluation process that can be discussed during faculty union negotiations.

Budget Impact

If more faculty development money is considered, or another structure that will relieve some of the dean's workload, then there would be budget implications.

Achievement Analysis

The first step is to ensure that all faculty on the list for an evaluation receives a thorough and complete evaluation following the negotiated process during that academic year.

DATA DOCUMENTATION

Documentation Posted:

SOCC Mission Fulfillment Reports Website at: SOCC Mission Fulfillment Reports Website at:

<http://www.socc.edu/ie/pgs/success-indicators/index.shtml>

TracDat Assessment Software: Success Indicators 2012-13 folder

Data References:

List of evaluations scheduled and completed stored by Office of Instruction with the report information located on the network at: \\itt\institutionalresearch\institutionaleffectiveness\succcessindicators\SI_41_QualityInstruction

ABOUT THE DATA

The report and chart information was prepared and coordinated by Dr. Ross Tomlin, Vice President of Instruction and Student Services and Robin Bunnell, Institutional Researcher.

Contributions to the narrative were supplied by Dr. Ross Tomlin, Vice President of Instruction and Student Services.

Requirements

NWCCU Accreditation; Mission Fulfillment; Program Accreditation; Program Review.

For more detailed information, contact the Institutional Research office - ir@socc.edu