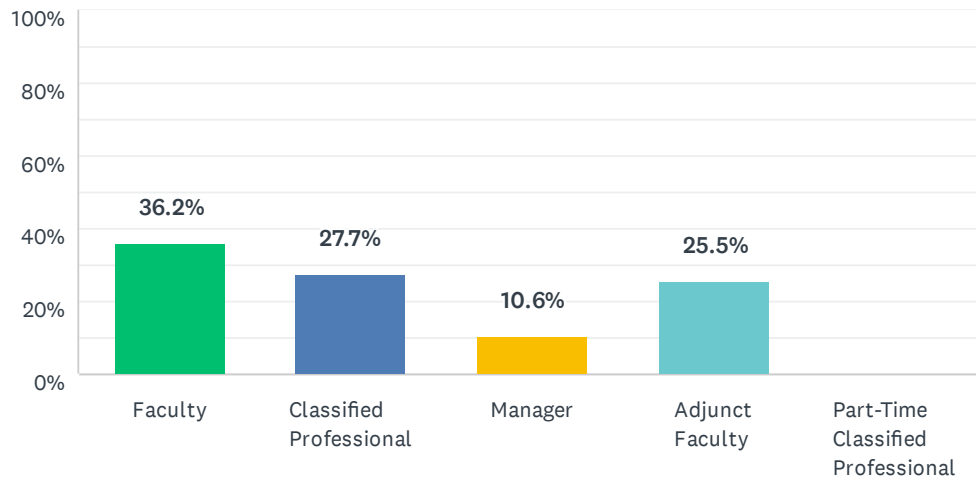


Q1 What is your current position at Los Medanos College?

Answered: 94 Skipped: 0

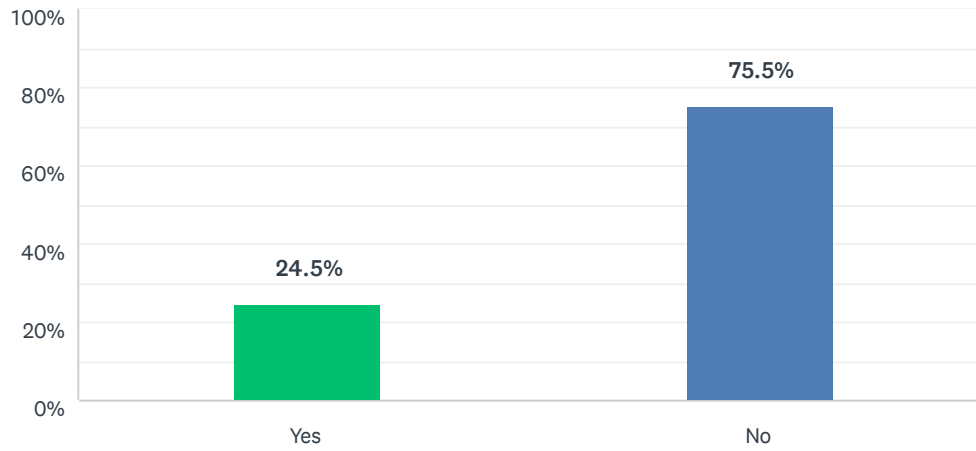


ANSWER CHOICES	RESPONSES	
Faculty (1)	36.2%	34
Classified Professional (2)	27.7%	26
Manager (3)	10.6%	10
Adjunct Faculty (4)	25.5%	24
Part-Time Classified Professional (5)	0.0%	0
TOTAL		94

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	2.00	2.26	1.19

Q2 Are you the department chair or program lead who completed the program review?

Answered: 94 Skipped: 0

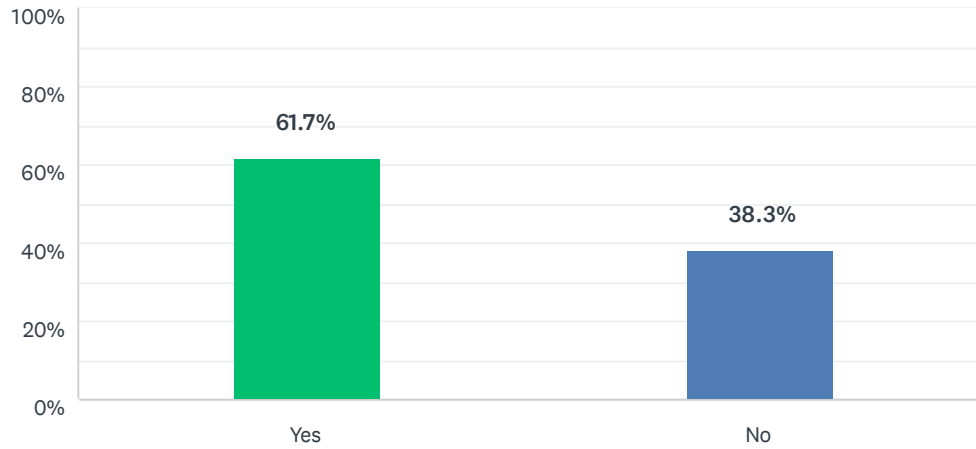


ANSWER CHOICES	RESPONSES	
Yes (1)	24.5%	23
No (2)	75.5%	71
TOTAL		94

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	2.00	1.76	0.43

Q3 Did you participate in/involved in/contribute to Program Review?

Answered: 94 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (1)	61.7%	58
No (2)	38.3%	36
TOTAL		94

BASIC STATISTICS				
Minimum 1.00	Maximum 2.00	Median 1.00	Mean 1.38	Standard Deviation 0.49

#	COMMENT	DATE
	There are no responses.	

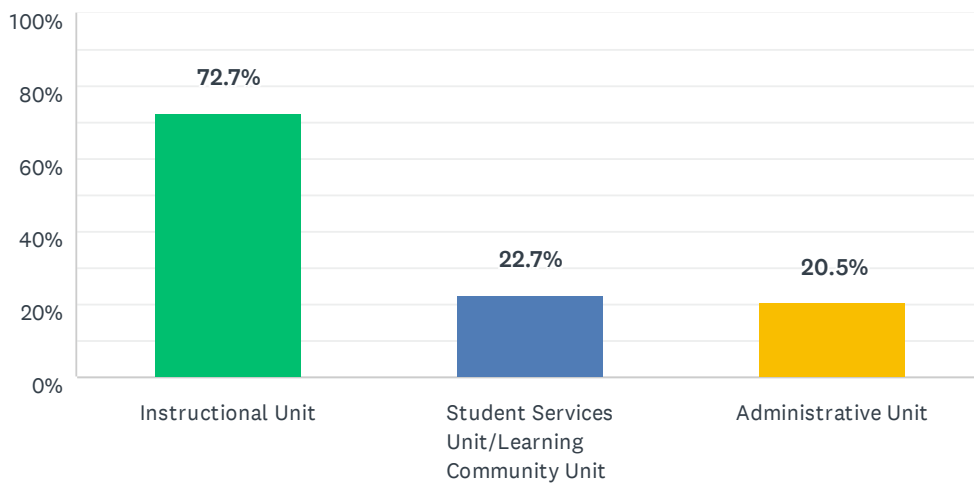
Q4 If you did not participate in, involved in, or contribute to program review, may you let us know why?

Answered: 22 Skipped: 72

#	RESPONSES	DATE
1	I don't know how or what it is.	3/23/2020 4:55 PM
2	I did contribute COORs and worked with the department chair on program needs.	3/23/2020 9:37 AM
3	I was unaware of this process	3/23/2020 8:54 AM
4	I was not asked to.	3/23/2020 8:52 AM
5	I am sorry but I may have. I did. Just a bit overwhelmed these days.	3/23/2020 8:51 AM
6	Conflict in schedule	3/4/2020 3:08 PM
7	I was never asked to participate	3/2/2020 3:31 PM
8	First semester adjunct faculty member.	3/2/2020 1:25 PM
9	at one time, I had participated in and contributed to. Then I was not able to log-in and the issue was never resolved, when I asked about my portion of the review, no one ever followed up with me.	3/2/2020 12:38 PM
10	No available time to do so	3/2/2020 11:10 AM
11	Was not asked to participate.	3/2/2020 10:55 AM
12	Was not on my radar	3/2/2020 10:47 AM
13	Not fully aware nor involved yet.	3/2/2020 10:39 AM
14	Staff shortage. I believe I was involved in some brainstorming with co-workers who participated. A & R will work as a team with a spokesperson	3/2/2020 10:34 AM
15	I just began my service at LMC	3/2/2020 7:13 AM
16	If I'm not mistaken, I believe I was hired after Program Review took place.	2/25/2020 9:28 AM
17	Not requested of me but I am new.	2/24/2020 9:17 PM
18	I am adjunct faculty and my input is minimal.	2/24/2020 2:36 PM
19	No opportunity	2/24/2020 10:46 AM
20	Wasn't aware it was an option	2/24/2020 10:37 AM
21	.	2/24/2020 8:45 AM
22	Others in my department did it.	2/24/2020 8:43 AM

Q5 Which unit(s) do you primarily work in? If you are doing more than one, please check all that apply.

Answered: 44 Skipped: 50

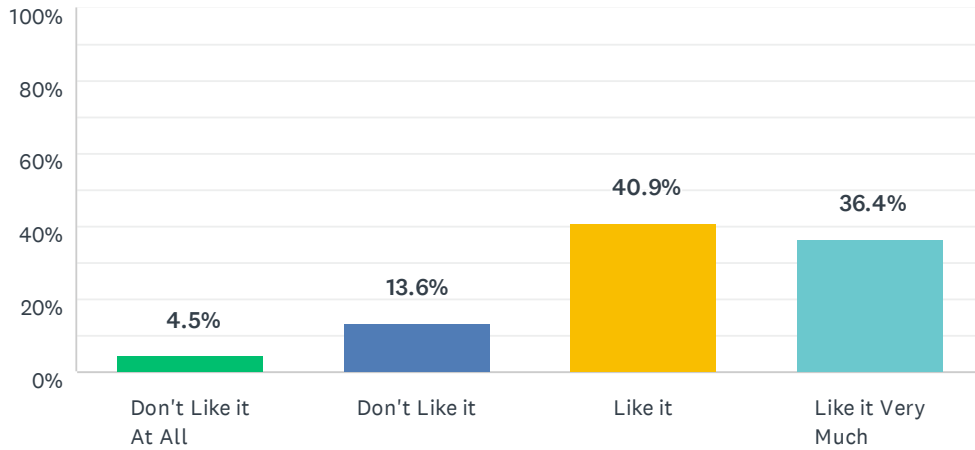


ANSWER CHOICES	RESPONSES	
Instructional Unit (1)	72.7%	32
Student Services Unit/Learning Community Unit (2)	22.7%	10
Administrative Unit (3)	20.5%	9
Total Respondents: 44		

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	3.00	1.00	1.55	0.77

Q6 If you are not the Instructional Unit, please skip this question and go to the next question. If you are the Instructional Unit, to what degree do you like the "chunking"--each program review section has its own deadline. (i.e. Course Outline of Record and Assessment was due in September, Program Update was due in October, etc.)

Answered: 22 Skipped: 72



ANSWER CHOICES	RESPONSES	
Don't Like it At All (1)	4.5%	1
Don't Like it (2)	13.6%	3
Like it (3)	40.9%	9
Like it Very Much (4)	36.4%	8
TOTAL		22

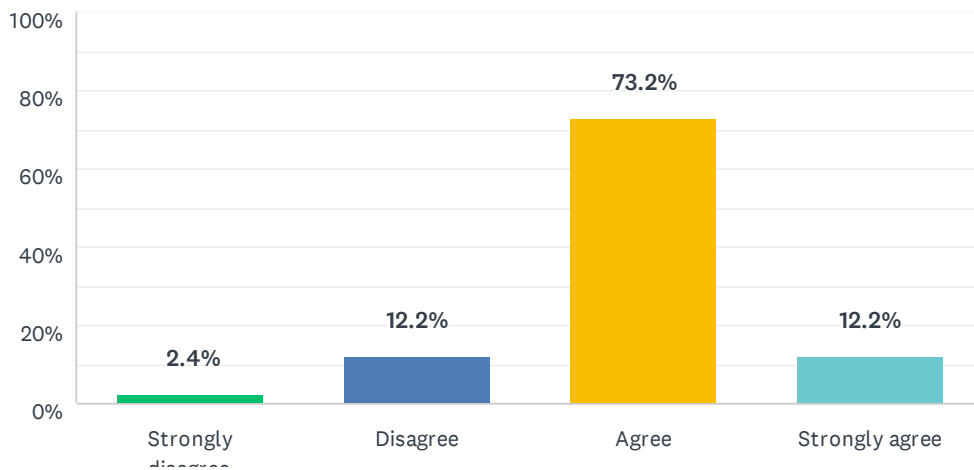
BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	3.14	0.83

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	COMMENT	DATE
1	It is easier to spread out the deadlines as there is more and more work required of leads every year	3/23/2020 9:07 AM
2	A lot more manageable!	3/9/2020 11:38 AM
3	If we can keep it the same form from year to year, so I can pull out last year's and have it be helpful, that would really be the best. Just have it be a simple word doc., and put the doc and directions for each section on the Canvas website for dept. chairs. The workshop for the section where we had to make projections for the visions for success was important to have help for. I think to have all y'all managers make suggested projections and then we confirm/adjust is a good way to go. Because wrapping our minds around the data is not impossible but it's not our usual mindset and so it is hard to get into it and not just get the deer in the headlights look and feel.	3/2/2020 5:40 PM
4	Having the choice to parse it out or work on the entire PR is helpful.	3/2/2020 11:41 AM
5	It was fine. There wasn't anything to love or to hate about it.	3/2/2020 11:03 AM
6	It would be helpful if we knew the deadlines even more in advance for future Program Reviews. I know this was the first time so the deadlines were communicated as soon as possible, but more notice moving forward would be great.	2/25/2020 4:30 PM
7	The one disadvantage is that our department used to complete Program Review during flex week. This promoted more participation from faculty. We may still choose this route and complete Program Review during Flex week as the new method of chunking requires scheduling more meeting among faculty participants.	2/25/2020 2:46 PM
8	I am listed under Instructional Unit but did not get the benefit of "Chunking". In fact I was not included in any meetings/training whatsoever in any of the program review, so it did not work for the Center.	2/24/2020 10:59 AM
9	clear and easy to understand, and Dean YBarra and Beth Ann Stone were both very helpful.	2/24/2020 10:36 AM
10	It created manageable chunks to take on one step at a time.	2/24/2020 8:52 AM

Q7 The length of the Program Review Template is reasonable.

Answered: 41 Skipped: 53



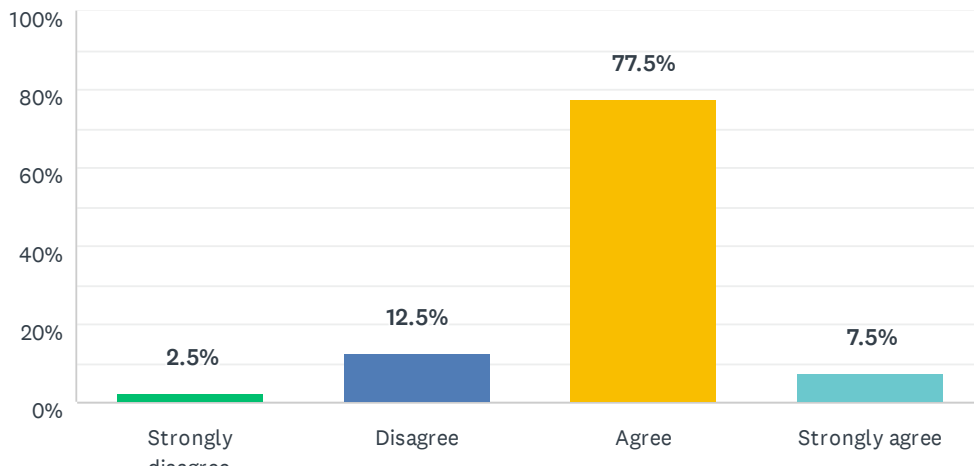
ANSWER CHOICES	RESPONSES
Strongly disagree (1)	2.4% 1
Disagree (2)	12.2% 5
Agree (3)	73.2% 30
Strongly agree (4)	12.2% 5
TOTAL	41

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.95	0.58

#	COMMENT	DATE
1	It's quite long. I know we're trying to do a lot with one doc and I appreciate that but some of the cutting and pasting tasks feel like busy work and that there are other ways that this information could be provided. Like: Here is the list of CSLO reports that are missing, what is your plan for getting those done, who is doing them? Instead of me having to comb through the list against the list of courses and figure out what was missing. The Goals update: That was easy and brief.	3/2/2020 5:40 PM
2	It covered all of the important information, with clear instructions.	2/24/2020 8:52 AM
3	The Program Review Template can be made shorter.	2/24/2020 8:49 AM

Q8 The questions included in the Program Review Template are reasonable, important and relevant.

Answered: 40 Skipped: 54



ANSWER CHOICES	RESPONSES	
Strongly disagree (1)	2.5%	1
Disagree (2)	12.5%	5
Agree (3)	77.5%	31
Strongly agree (4)	7.5%	3
TOTAL		40

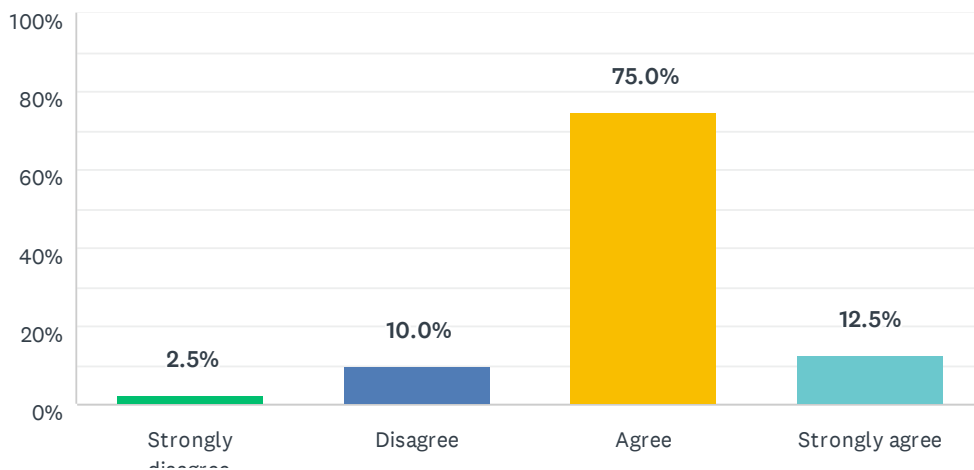
BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.90	0.54

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	COMMENT	DATE
1	It would be nice to have a discussion somewhere on campus about this- full faculty and staff discussion together	3/23/2020 9:07 AM
2	While going through the process, our team found that the questions needed to be tweaked a bit in order to better align with the goal of program review.	3/23/2020 9:05 AM
3	I can see why you're asking them, but see above.	3/2/2020 5:40 PM
4	I am halfway on this scale	3/2/2020 11:41 AM
5	Reasonable, yes. Important to whom exactly? It seemed important to management and to meeting accreditation metrics, but not really all that important to the instructional faculty and our students. The feedback from the deans was almost useless and did not at all mirror the time and effort that went into the review process and product. Relevant to whom again? It seemed, again, that management got something out of it, so I guess that is something. With regard to productivity questions and enrollment items, this should be valuable to the new SEM and hopefully will inform that group - which seems management heavy - in that SEM should be supporting departments in outreach, communication, and classroom scheduling (one of those calculations shows that the number of available seats in a classroom can adversely affect our productivity; however, faculty are not responsible for the number of desks that management has tried to cram into rooms, which by the way adversely affects ones ability to implement active and interactive learning...!)	2/24/2020 11:32 AM
6	The questions in the Program Review Template seemed difficult to align with metrics.	2/24/2020 8:49 AM

Q9 The Program Review timeline was reasonable and allowed programs/units enough time to collaborate and complete the task.

Answered: 40 Skipped: 54



ANSWER CHOICES	RESPONSES	
Strongly disagree (1)	2.5%	1
Disagree (2)	10.0%	4
Agree (3)	75.0%	30
Strongly agree (4)	12.5%	5
TOTAL		40

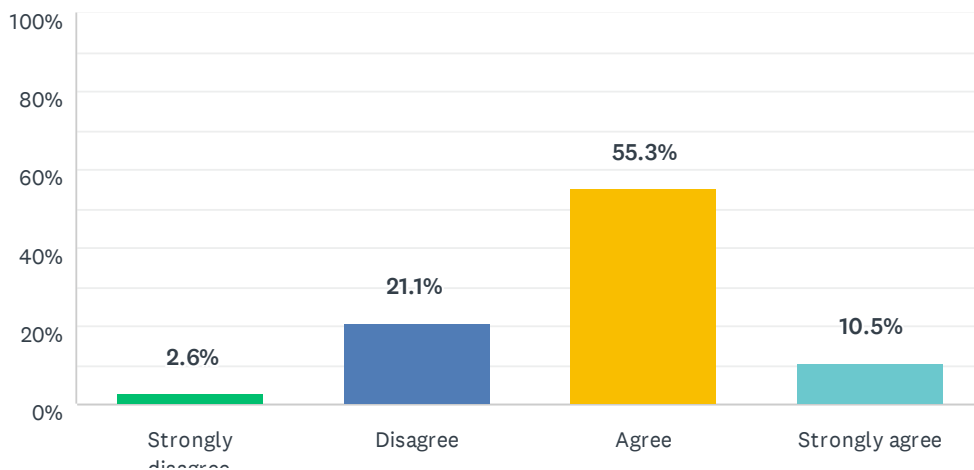
BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.98	0.57

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	COMMENT	DATE
1	Collecting additional data within the timeframe was challenging. If we knew what data we were going to receive as part of our Program Review materials in advance, then we might have more time to gather additional information.	3/4/2020 10:50 AM
2	More or less. Chunking it meant there were more deadlines but the whole thing didn't build up into a monster project/deadline.... so I can see that rationale. But, it's a lot of crunching of numbers data that I feel like admin. should be doing/making suggestions about, then we have some conversations/written narrative about overall goals, etc., which IS important.	3/2/2020 5:40 PM
3	For the most part, yes. However, having BOX2A be due right around one of the Program Review deadlines was not ideal. The timeline felt reasonable given that trainings were offered prior to each section needing to be submitted. I could see how this might be challenging for larger departments though--getting everyone to participate in some of the windows might have been tough if you have multiple full-time faculty.	2/25/2020 4:30 PM
4	We still felt rushed to meet deadlines because of the 16-week calendar and our busy work schedules and lives. Completing Program Review during Flex week would be less stressful.	2/25/2020 2:46 PM
5	The drafting process didn't work for me at all. I understand the theory behind it, but as each chair has different sets of variables working with and against him/her during any given semester and each department is of a different size and make up, I would appreciate simple flexibility in determining for myself how best to meet the given deadline.	2/24/2020 11:32 AM
6	I was not given time to complete or collaborate	2/24/2020 10:59 AM
7	We were given more than enough time to complete our PR	2/24/2020 8:52 AM

Q10 The Program Review process was reasonable and provided departments with easy access to Course Offerings, COORS, Assessment Status, Tableau Report (Enrollment, Course Success, and Degree/Certificate).

Answered: 38 Skipped: 56



ANSWER CHOICES	RESPONSES	
Strongly disagree (1)	2.6%	1
Disagree (2)	21.1%	8
Agree (3)	55.3%	21
Strongly agree (4)	10.5%	4
TOTAL		38

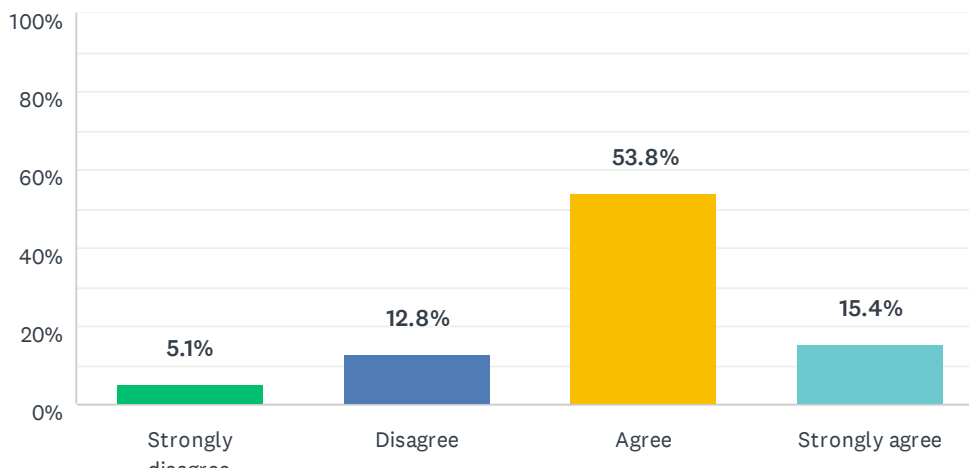
BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.82	0.66

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	COMMENT	DATE
1	N/A	3/23/2020 9:15 AM
2	It is important to note that within student services we had to come together and determine what our area actually needs. We had the opportunity to work closely with Chialin and are close to finalizing a report that would address our needs.	3/23/2020 9:05 AM
3	While I disagree with this statement, I think most of the issues will be fixed with the eLumen implementation.	3/9/2020 11:38 AM
4	Don't know	3/4/2020 1:17 PM
5	More training on Tableau would have been helpful. Unfortunately, I was unable to attend any of the work meetings because of teaching schedule.	3/4/2020 10:50 AM
6	Getting together all the different bits of information was daunting. Having all the info. on the Canvas website at the beginning would have been ideal, I tried to get some info. from insite, then ended up emailing around to Eileen and Beth, etc.	3/2/2020 5:40 PM
7	I do not feel that my team had consistent information on deadlines and forms, the issue with all district processes is that the form changes every year and the location of forms is not centralized and kept up to date for every district/college deadline	3/2/2020 11:41 AM
8	I appreciated that the IEPI office was hands on in gathering data that we needed. It was incredibly helpful. I also valued the trainings offered and the "how-to" navigate power point provided.	2/25/2020 4:30 PM
9	Using Department Chair meetings to work together on Program Review was very helpful! Please continue this in the future.	2/25/2020 2:46 PM
10	The information is in too many places. Lots of hunting around.	2/24/2020 2:19 PM
11	N/A	2/24/2020 1:53 PM
12	It took me a long to time figure out how to use the multitude of features and buttons and options. It was not intuitive. Why are College Skills Certificates listed? Some of us actually care about these and our students certainly do. New state-offered NonCredit Certificates of Competency were not available. These may not be important to the college at large, but they are very important to me, my department, and our students who work very hard to earn them.	2/24/2020 11:32 AM
13	Depended on what info we needed, but Nancy and Beth were very helpful	2/24/2020 10:36 AM
14	The data was spoon feed to us, so it was often plugin ready.	2/24/2020 8:52 AM
15	Unknown. I did not access this data.	2/24/2020 8:49 AM

Q11 The Program Review trainings were helpful, expectations and information provided was clear and easy to understand.

Answered: 39 Skipped: 55



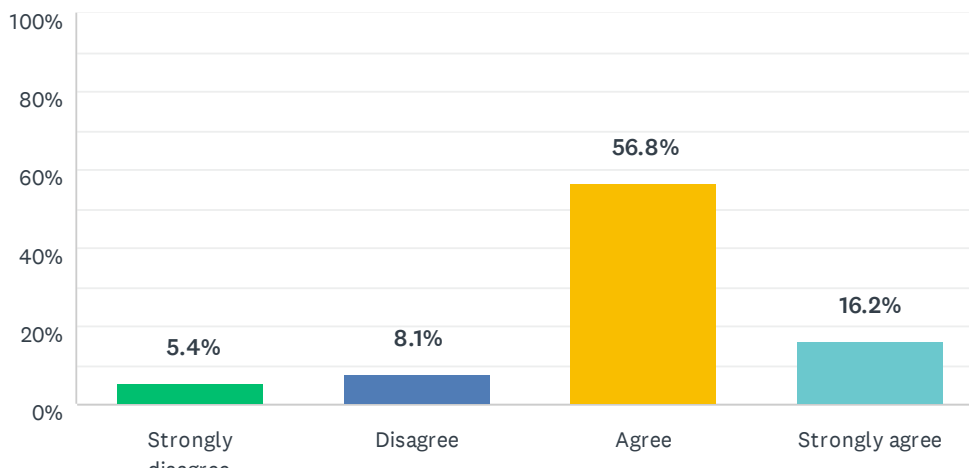
ANSWER CHOICES	RESPONSES	
Strongly disagree (1)	5.1%	2
Disagree (2)	12.8%	5
Agree (3)	53.8%	21
Strongly agree (4)	15.4%	6
TOTAL		39

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.91	0.74

#	COMMENT	DATE
1	Not everyone was able/included in training.	3/23/2020 9:23 AM
2	Don't know	3/4/2020 1:17 PM
3	Put it all together somewhere. The reports/data, forms to fill out, data analysis/suggestions from the deans. Maybe the Canvas website for dept. chairs?	3/2/2020 5:40 PM
4	NA	3/2/2020 11:41 AM
5	The gathering of the information from the web based tool was clunky and didn't really make much sense. It was hard to navigate and get a hang of. Training should be focused on specific usage not vague explorations.	3/2/2020 11:03 AM
6	YES, Beth Ann and Chialin were very helpful and provided plenty of "hands-on" work time.	2/25/2020 4:30 PM
7	I never attended, but my department colleague who did said they were useful.	2/25/2020 1:35 PM
8	N/A	2/24/2020 1:53 PM
9	The Center for Academic Support did not get any, nor were we involved or informed about any trappings.	2/24/2020 10:59 AM

Q12 The feedback from your supervisor, dean, and/or vice presidents on your Program Review was helpful.

Answered: 37 Skipped: 57



ANSWER CHOICES	RESPONSES	
Strongly disagree (1)	5.4%	2
Disagree (2)	8.1%	3
Agree (3)	56.8%	21
Strongly agree (4)	16.2%	6
TOTAL		37

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	4.00	3.00	2.97	0.73

#	COMMENT	DATE
1	Yes, our timeline included a review by our VPSS and peer review from fellow managers.	3/23/2020 9:05 AM
2	NA	3/9/2020 11:38 AM
3	Didn't participate in the feedback stage	3/4/2020 1:17 PM
4	Guidance on data for success visioning from Nancy was Helpful. There wasn't a place for New Goals in the document. The resource request part, maybe have that due sooner so we could get feedback and resubmit	3/2/2020 5:40 PM
5	Although no feedback has been received yet.	3/2/2020 2:43 PM
6	NA	3/2/2020 11:41 AM
7	My Dean made a checklist that was thoughtful and helpful.	2/25/2020 4:30 PM
8	Not sure	2/24/2020 1:53 PM
9	Check box based and minimal support or insight.	2/24/2020 11:32 AM
10	Well, we wrote a lot on enrollments and the reasons for which classes were enrolled, and simply got a checkmark, low enrollments...this was likely because or Dean was interim VP and the interim Dean Natalie had to handle her duties in addition to the regular duties	2/24/2020 10:36 AM

Q13 What is the most valuable aspect of Program Review?

Answered: 31 Skipped: 63

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	RESPONSES	DATE
1	looking back at the outcomes as well as revisiting pending plans	3/23/2020 11:27 AM
2	Make sure programs have goals, are relevant for students and we are meeting our objectives.	3/23/2020 9:23 AM
3	Classified staff often do not get to engage in the program review process as thoroughly as their faculty colleagues, which prevents them from gaining valuable experience in the "behind the scenes" aspect of running an educational institution. This can result in decreased equity and degrades our efforts towards shared governance, and can stunt the professional development and upward mobility/longevity of valuable and skilled employees. This time however, it seems as though the College has made greater efforts to include and engage the classified staff. The faculty may have the instructional expertise, but the classified staff have the operational expertise which should be considered during any planning process.	3/23/2020 9:15 AM
4	That is aligns with RAP, hiring etc.	3/23/2020 9:07 AM
5	The most valuable aspect is the opportunity to reflect and further collaborate with other departments.	3/23/2020 9:05 AM
6	Outcomes	3/23/2020 8:57 AM
7	Learning the LMC process of Program Review.	3/9/2020 11:38 AM
8	Having departmental discussions about topics covered in program review.	3/6/2020 11:40 AM
9	Collaboration	3/4/2020 1:17 PM
10	Reviewing trends.	3/4/2020 10:50 AM
11	Talking about data with department. Revisiting goals one set in the past and reflecting on whether they're still relevant	3/2/2020 7:11 PM
12	Goals and planning collaboration with colleagues, prioritizing funding requests	3/2/2020 5:40 PM
13	Item 2: Setting the vision for success goals. In my opinion, this is a very important aspect of the Program Review.	3/2/2020 2:43 PM
14	when the college management responds to the department needs, we are very appreciative, we all want to provide the best service to our community.	3/2/2020 11:41 AM
15	N/A	3/2/2020 11:03 AM
16	Using it as an accountability tool: having data and analyzing it to inform answers.	3/2/2020 10:58 AM
17	Get you thinking about how the work we are doing have impact on students or employees.	2/27/2020 2:36 PM
18	Unfortunately, we are not working all with the same energy and interest in this project. I can think of quite a few faculty members that have not done any work at all.	2/26/2020 2:21 PM
19	Its strength lies in its ability to track future and current plans of the department. It refocuses the department on its goals.	2/26/2020 10:54 AM
20	Being able to adjust our Goals and see how our Success Rates were doing.	2/25/2020 4:30 PM
21	It forces us to stop and take note of what works/could be improved in Program and Courses	2/25/2020 3:43 PM
22	simplified form to complete and using Dept.Chair meetings to do the work collaboratively.	2/25/2020 2:46 PM
23	Knowing one's department in a comprehensive way.	2/25/2020 1:38 PM
24	Student assessment	2/25/2020 11:41 AM
25	Reflect on the program and where it has been.	2/24/2020 2:19 PM
26	Documenting program needs to justify resource requests.	2/24/2020 1:53 PM
27	Being able to see and review the data available to us in Tableau	2/24/2020 11:32 AM
28	Program Review forces a department to look at its goals and re access. It is a valuable tool to help with this.	2/24/2020 10:59 AM
29	Honestly, like so much of the forms and paperwork we fill out, it seems like a dutiful but	2/24/2020 10:36 AM

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

drudgery-filled exercise to satisfy the state and accreditation bureaucrats. I do not find it a useful exercise, but trying to quantify the unquantifiable. Having taught at and been educated at some of the best universities in the country, by some truly superb teachers, I continue to marvel at the bureaucratic inventions of folks who are not master teachers, to pour old wine into new bottles. Having been here for 28 years, I never cease to be amazed at the educational/pedagogical theory of the day. Now the latest, we are off triple sp and on the guided pathways, until we all scrambled to fill in the meaningless bureaucratic forms of the latest and greatest...generally invented by those with such dubious doctorates as "educational leadership" and "educational management" by those who have rarely if ever set foot in a classroom. It breeds cynicism and that is the last thing our students and faculty need.

30	It is an important part of looking back over the goals and objectives of the department to make sure we are on track and learning from our past experiences.	2/24/2020 8:52 AM
31	N/A	2/24/2020 8:49 AM

Q14 What is the greatest drawback to Program Review? Do you have any recommended changes to Program Review?

Answered: 28 Skipped: 66

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	RESPONSES	DATE
1	i think the paper-based transition was a bit tedious compared to the online version	3/23/2020 11:27 AM
2	The cycle of completion. There aren't dates associated with program review. Programs can go long periods of time without being reviewed due to lack of understanding who is in responsible, where the tool is located and employee turnover as some examples.	3/23/2020 9:23 AM
3	I would like more college wide final publication (not dept. level) so we can see what is happening across campus in terms of program development and current status, trends etc. Would give us a more comprehensive snapshot of the full college.	3/23/2020 9:07 AM
4	As a manger it is always a challenge to balance the various reporting requirements, however, this is one our most meaningful reports.	3/23/2020 9:05 AM
5	Supporting Docs/Data for outcomes. We need to be able to measure effectiveness.	3/23/2020 8:57 AM
6	Unclear how this is used in resource allocation decisions.	3/6/2020 11:40 AM
7	Some program review writers don't think the process is necessary, yet they are in charge.	3/4/2020 1:17 PM
8	What does the Program Review do? Who reviews it? This is not an accountability question. Genuinely, I do not know who else, besides my dean, looks at what has been revealed and discussed in the Program Review. This lack of transparency honestly makes me (and others) less motivated to put much thought into the Program Review.	3/4/2020 10:50 AM
9	The timeline for the very final submission (and the sudden need for inclusion of RAP) was rushed and not clear.	3/2/2020 7:11 PM
10	Having to compare lists of CSLO's to ones that weren't done to others, and the vision for success section felt.... forced and not really relevant. L.	3/2/2020 5:40 PM
11	The issue of budget limitations over the past 25+ years has not been addressed as a district. We understand the that salaries and benefits are the largest cost, but in order to provide the competitive education our program budgets have been stale for decades, we can not send colleagues to professional development through our program budgets, the cost of materials and services are just not the same as the budget that was provided in the mid 1990's. Many departments and programs have noted this in Program Review, and very few have seen an increase to base.	3/2/2020 11:41 AM
12	For the student services program review, there wasn't a clear template and timeline defined as we were creating and completing the tool/process simultaneously.	3/2/2020 11:03 AM
13	N/A	3/2/2020 10:58 AM
14	Don't know the solution yet. 1. Make a program review a dynamic process instead of a "dead" document. We can update the program review anytime we want. 2. Enable the program review process to allow programs to collaborate.	2/27/2020 2:36 PM
15	Hold people accountable for their job.	2/26/2020 2:21 PM
16	Last program review required hard copies. I think it's better to do it through a database management system.	2/26/2020 10:54 AM
17	I think it's hard to have so many College deadlines occur in the Fall semester in addition to Program Review deadlines. When you're a small department it can all fall on one or maybe two people and that's a lot to ask of one or two people. It would be nice if there was a master calendar of deadlines that offices/committees could reference ahead of setting their deadlines. I don't remember the exact dates but there was a short period of time where a draft of the Spring Schedule was due, a Program Review Chunk and a BOX2 deadline were all due within a few days of each other. That was not ideal, especially if you are a Chair with very little release time.	2/25/2020 4:30 PM
18	Time/not easy to work together as a department on it	2/25/2020 3:43 PM
19	Finding time to work with faculty in my department. Many did not have a voice in the process this year.	2/25/2020 2:46 PM
20	Nothing.	2/25/2020 1:38 PM
21	We need to stop modifying the templates.	2/25/2020 11:41 AM

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

22	Data conventions and methods need to be more defined and clear.	2/24/2020 2:19 PM
23	The timeline gets thrown off due to the delay in the RAP process. We are still waiting to hear about our October RAP requests, yet here we are in February, unsure whether to include those same requests in our Program Review, due next month.	2/24/2020 1:53 PM
24	There seems to be an ongoing challenge and issue with regard to departments being able to manage the CSLO assessment and COOR updating process that has been put into place. Having management merely what amounted to scolding the department chairs and repeating things like, "the responsibility for completing the assessments and the updates is in the contract as one of the department chair's duties" (to paraphrase), again and again is not helpful. It's like a teaching scolding students who fail a test instead of using the *failure* as a reflective moment to ask: Why is this happening? Is there something I can do? Is there an issue with theory (here, the 5-year CSLO cohort cycle model) vs. practice (here, the actual implementation of the model)? Who can and should be invited to an inclusive discussion about the situation, taking an appreciative inquiry approach instead of a deficit or old-school SWAT approach?	2/24/2020 11:32 AM
25	Program review loses its worth when we are saying the same thing in order to ask for funding in RAP, which is not approved. Seems like a waste of time.	2/24/2020 10:59 AM
26	see above...	2/24/2020 10:36 AM
27	None	2/24/2020 8:52 AM
28	In order to improve operations and integrate the Resource Allocation Process, requests must be tied back to Program Review. The two processes are difficult to integrate to identify resource improvements for the program.	2/24/2020 8:49 AM

Q15 If you can share with us one lesson learned or takeaway, what would it be?

Answered: 20 Skipped: 74

2019-2020 Program Review Year 3 Update--Process Survey (March 2020)

#	RESPONSES	DATE
1	Program review is important to remain relevant and bring new cutting edge degrees, services and programs to LMC.	3/23/2020 9:23 AM
2	Brings the department together :)	3/23/2020 9:07 AM
3	In Student Services I came to the realization of how much we can improve as it pertains to developing a more cohesive work group. Under new leadership we have been engage in important conversations that are leading us towards the development of a more cohesive student centered approach.	3/23/2020 9:05 AM
4	Data is important and practices should be driven by facts	3/23/2020 8:57 AM
5	I appreciate the Office of Planning and Institutional Effectiveness for reaching out and getting as much feedback and participation as possible.	3/4/2020 1:17 PM
6	See above.	3/4/2020 10:50 AM
7	Put all the needed stuff in one place with the form we have to complete. Maybe the deans do an example or provisional/suggested version of the doc that faculty get together to modify, discuss, change or consent/agree to. You guys know what you want to see there or what the state or accreditation teams are looking for.... put it in and we can then insert "reality" into that based on what we see working with students everyday. Never underestimate the role of our classified colleagues in this process and maybe since they get dragged into it anyway, they may have some good ideas about how to get these reports to flow better. It's tough for us because it just feels like more and more piled on top of teaching responsibilities. I can understand that everyone must feel that way....	3/2/2020 5:40 PM
8	The use of Tableau was one of the most important tools used for this program review.	3/2/2020 2:43 PM
9	N/A	3/2/2020 11:03 AM
10	N/A	3/2/2020 10:58 AM
11	That not everyone is interested in this project.	2/26/2020 2:21 PM
12	I learned about current status of some of the department plans. I also learned how to write these reviews.	2/26/2020 10:54 AM
13	Takeaway: That the next time our Department sets goals we need to be mindful of the resources it would take to complete them and whether or not the College will provide those resources.	2/25/2020 4:30 PM
14	Not really a lesson but feedback...the "chunking" of pieces due at certain times was a great way to work through the PR. Working in the labs, on the PR during DC meeting times was key! Also, having our specific department data sent to us/explained, really helped, as in the past it has been very challenging trying to locate and decipher data for PR completion.	2/25/2020 3:43 PM
15	Using Department Chair meetings to work together on Program Review was very helpful! Please continue this in the future.	2/25/2020 2:46 PM
16	knowing your department well.	2/25/2020 1:38 PM
17	How to improve our Program for students	2/25/2020 11:41 AM
18	Put the information in one place so it is easier to access.	2/24/2020 2:19 PM
19	Tableau is a really powerful resource. I would like to have updated access to it (perhaps I do, and I don't know it). It takes a lot of time and review to truly understand what's there, and I'm not sure at all that I was able to use the data and Tableau itself to truly help me understand what might be beneficial for me to know about my department and program(s) going forward.	2/24/2020 11:32 AM
20	see above	2/24/2020 10:36 AM

Q16 Please feel free to provide us with any additional comments or suggestions you may have regarding Program Review

Answered: 11 Skipped: 83

#	RESPONSES	DATE
1	Keep up the great work around program review. Find a way to engage more of LMC in the process.	3/23/2020 9:23 AM
2	I appreciate the support, professional development, and timeline from the Office of Planning and Institutional Effectiveness.	3/23/2020 9:05 AM
3	I really appreciate everyone's support and training. I like the Program Review "chunkin" just the way it is. It gives us enough time to learn what we need to learn and work on the assignments before the due dates.	3/2/2020 2:43 PM
4	Please do not let the budget request "parking lot" become the "junk yard". We have a huge weight on our shoulders in respect to education and the future of automation, we can not run business as usual, we need to focus on what will market education as "future proof".	3/2/2020 11:41 AM
5	N/A	3/2/2020 11:03 AM
6	N/A	3/2/2020 10:58 AM
7	Program Reviews should be conducted by experts in Program Review, not by faculty that are not educated in this particular task.	2/26/2020 2:21 PM
8	Nothing much other than maybe making this process electronic in nature for practical reasons.	2/26/2020 10:54 AM
9	Nothing.	2/25/2020 1:38 PM
10	Work toward true meaningfulness and support for faculty and for our students. No, I don't really know what that looks like right now. Sorry. This year's PR is much cleaner than in year's past. I like the idea of a year-3 update, and I am hopeful that this will allow the year-5 Comprehensive PR to be smoother and easier as we will somehow be able to use this year-3 information.	2/24/2020 11:32 AM
11	see above	2/24/2020 10:36 AM

Q17 Comment

Answered: 4 Skipped: 90

#	RESPONSES	DATE
1	Thank you.	3/23/2020 9:23 AM
2	Thank you, I know that this is a huge effort and I appreciate your work in steering the future of the institution.	3/2/2020 11:41 AM
3	N/A	3/2/2020 10:58 AM
4	Thank you, Chailin and BethAnn for all that you do.	2/24/2020 11:32 AM