

Program Design Process in Academic Affairs

Progress Update 12/7/23

90+%

Prelim Culture &
Needs Assessment

90+%

Collective Culture &
Needs Assessment

65%

Implementation Plans
Built

Engagement Levels in Program Design Process

	0%	20%	65%	15%
	Unengaged	Just Getting Started	Engaged	Advancing
Chair Involvement	Little to no response; or active interference	Chair is aware and starting to get involved; Some hesitancy or superficial involvement	Chair is responsive and inviting leads to meetings; indications of genuine commitment	Chair is championing and promoting process with faculty and addressing their concerns
Level of Active Participation	Absence of participation and requests for involvement in survey/process	Low but non-resistant participation of chair/faculty	Good response (majority of faculty) on surveys or discussions	Subsequent sessions scheduled based on surveys, offline dialogue
Initiative & Planning	No initiative or planning evident	Initial stages of identifying needs and resources	Areas of focus for assessment work are identified and include input from faculty	Existing resources are readily identified and informing planning
Action & Implementation	No action items articulated	Initial thoughts on focus areas but no concrete plans	Plans for next steps are formulated.	Action plans have been collectively created and implementation has started