

Program Performance Review: Culmination Meeting Memo Philosophy

The 2012-2013 Program Performance Review (PPR) process for the Philosophy Program concluded with a culmination meeting on August 29, 2014.

During the meeting, the program was commended for the significant progress made since the last PPR, which includes:

1. The program is ahead of the curve with respect to disciplinary trends, emphasizing globalization and Asian philosophy.
2. The program brought faculty workload to 3-3, which doubled publication record.
3. The program brought in 6 grants totaling \$165,000, which is extraordinary for the discipline.
4. The program approved a strategic plan in 2012 with 9 measurable goals.
5. The program created a Climate Committee to address gender equity within the major
6. The program made changes to the structure and content of the major and minor, which streamlined the process to help students move toward graduation.
7. The program has done an outstanding job developing and implementing assessment plan. Assessment efforts indicate all learning goals are being met.
8. The Annual Symposium is unique and exceptional, creating opportunity for student research and collaboration with faculty.

The major recommendations and concerns raised through the PPR process were discussed. Suggestions on how to address them were provided:

- Phased increase of FTEF to support 3-3 teaching load:
 - o The program voiced strong desire to maintain and support 3-3 teaching load, in order to be maintain scholarly productivity. The program faces challenges with enrollment target increase and having the highest student-faculty ratio in the college.
 - o The college will work with the program to look at enrollment projection, and how to balance additional hiring and FTEF increase.
 - o The program is suggested to 1) examine how to distribute grants across the year to help maintain 3-3 load, 2) consider course buy-out for faculty if a sufficient number of students register for 499 courses, 3) consider course release for faculty who run the philosophy symposium.
- Space issue:
 - o The program enjoys a unique space for students (H311-313), but is concerned that faculty are located in multiple buildings, which does not help connect adjunct faculty with the department.
 - o The program is suggested to consider using faculty common areas in the library.
 - o The university is bringing in space consultant to seek solutions.
- Move assessment to a maintenance mode:
 - o The current assessment is excellent, but very intense. It is recommended that the program considers sampling assignments to make the task manageable.
 - o The program will explore assessment options such as standardized tests, and the college will help fund professional development related to assessment.
 - o The provost asked the program to lead the university's effort of driving assessment as a way to ensure educational effectiveness.

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- Revise advising practice, use NSO to increase advising efficacy, look at student retention to determine where student progress might be derailed:
 - o The program has established a committee to examine student retention, and is recommended to work with Institutional Research on this.
 - o The program is suggested to improve advising structure, and provide advising training to faculty. It is recommended to take advantage of the HSS graduation specialist.
- Seek better facilitation of external grant administration at the institutional level:
 - o The program voiced the need for clarity on the external grant administration process and infrastructure.
 - o The university is making changes to improve the process by streamlining all grant proposal through the Office of Grants and Contracts (OGC).
- Increase funds to support faculty conference travel:
 - o The program voiced the concern that there is no sufficient funds to support faculty to attend conferences.
 - o The college will work with the program to see if funds raised through emeritus faculty donation or through alumni can possibly help support travel.
- Restoration of ASAI support position:
 - o The college has done substantial work in summer 2014 to move around support staff, and created space for student assistants to support. The college will assess how new space and help are working out before committing to another position.