

Program Performance Review: Culmination Meeting Memo Instructional Design and Technology, MS

The 2022-2023 Program Performance Review (PPR) process for the Instructional Design and Technology, MS program in the College of Education (EDU) concluded with a culmination meeting on August 9, 2023.

The following people attended the meeting: Amir Dabirian (Provost), Elaine Frey (AVP for Graduate Studies, AVPGS), Lisa Kirtman (Dean, EDU), Kim Case (Associate Dean, EDU), Cynthia Gautreau (Program Director), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost commended the program for being an excellent program that has experienced considerable growth. The program serves a diverse body of students, and is a model for creating quality online programs. The AVPGS echoed the Provost, highlighting the program's streamlined curriculum that provides a clear path for student success, a model others should learn from. The following specific accomplishments were highlighted during the PPR process:

- The program is dedicated to equity and inclusion, as emphasized in program documents and represented in the curriculum. The program is clearly dedicated to just, equitable, and inclusive education (JEIE) principles.
- The program intentionally provides students with multiple opportunities for engagement, such as attending conferences and receiving feedback throughout the program.
- The program is accessible for working or out-of-state students and maintains a high online presence. For example, the Boot Up Orientation and Midpoint Research meeting are now offered in different modalities, and videos were created to inform multiple audiences about MSIDT.
- Program enrollment has continued to increase since 2015.
- The program has a good balance of material to serve diverse audiences and constantly seeks to improve the curriculum. For example, the faculty meet monthly, including in the summer, to review the curriculum and further integrate JEIE principles.
- The program is well-aligned with the University's objectives and goals in various ways, including the embedding of JEIE values throughout the program, assessment alignment, and the academic calendar schedule.

Major recommendations and issues raised through the PPR process were discussed as follows:

1. Software licenses for Articulate 360 Suite (including Rise and Review):
 - The Program Director expressed that the needed software is very expensive for the students and the program, currently costing \$650 per student per year.
 - The Provost is committed to supporting the program's technology needs, and will work with IT to negotiate better pricing for the software package.
2. Tenure-track faculty:
 - The external reviewers pointed out that most lecturers and part-time faculty in the program are not required to do research, though many continue to participate in research. With the increase in enrollment, the focus on supporting students, and the program's goal to expand the faculty research agenda, the program should consider increasing full-time, tenure-track faculty that support research.

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- The Program Director stated that it is difficult to get full-time, tenure-track faculty to teach in the program, because the department who “lends” the program full-time faculty only receives reimbursement for part-time faculty (i.e. for teaching assignments).
 - The Dean recommended the program to work with the college to explore joint appointment options, where faculty belong in a department but teach exclusively in the MSIDT program. The program could even consider tenure-track positions for the program exclusively. The Dean will work with the Provost to explore these possibilities.
3. Professional development:
- The program expressed the need to expand professional development opportunities for faculty. This is particularly important to ensure faculty commitment to students and adherence to excellence is maintained as enrollment increases.
 - The Program Director shared that the \$500 conference allowance every year is insufficient to support professional development needs. The Program Director stated that the program seeks to provide professional development opportunities to the students through Ed Week poster sessions, but would like to have more funding for faculty and students to attend local conferences together.
 - The Provost supported this idea and recommended the program to explore opportunities to host a conference on the CSUF campus (instead of going to another location), which could help reduce cost.
4. Assessment:
- The external reviewers recommended the program to consider revising the Program Level Objectives (PLOs) for clarity, specificity, and alignment with specific assignments. More information on how student success (in regard to the PLOs) is assessed would also be helpful.
 - The SAVPIEP recommended the program to work with the Office of Institutional Effectiveness and Planning to refine the PLO assessment process, especially in terms of adding direct measures and using data to inform specific improvement actions.

The Dean commended the Program Director for her leadership, and attributed the remarkable growth from a cohort of 18 students to 131 to her hard work. The Provost thanked the program faculty, and encouraged the program to continue to innovate and lead the way as a model online program for the campus.