

Program Performance Review: Culmination Meeting Memo Child and Adolescent Studies, BS

The 2021-2022 Program Performance Review (PPR) process for the Child and Adolescent Studies, BS programs in the College of Health and Human Development (HHD) concluded with a culmination meeting on October 13, 2022.

The following people attended the meeting: Carolyn Thomas (Provost), Ed Fink (AVP for Undergraduate Academic Programs, AVPUAP), Jason Smith (Dean, HHD), Kavin Tsang (Associate Dean, HHD), Kate Bono (Department Chair), Ioakim Boutakidis (Faculty), Pam Oliver (Faculty), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost congratulated the program for successfully completing the PPR process, which offers an excellent dialogue opportunity within the program and also between the program and the college/university. She commended the program for achieving an amazing review, meeting the mission of the program in every way. The following specific accomplishments were highlighted during the PPR process:

- The faculty successfully foster a collaborative community between students (e.g., faculty-student research) and part-time faculty. The Provost commended the program for engaging ALL faculty (Tenured/Tenure-track and part-time), and appreciates the value of such a community to the students. The Chair commented that no faculty are disengaged from the department. The department enjoys a very supportive environment, and the workload is shared.
- The program is recognized by the college for its Diversity, Equitable, and Inclusive Practices, and its successful integration of research, teaching, leadership, and service.
- The program offers co-curricular activities, internships and practica that employ high-impact practices, build cultural competencies, and offer professional experiences and connections to the community that in turn help students' future employment opportunities. The Provost commended the program for offering students opportunities that help them gain practical skills. The Chair stated that the program takes pride in having a clear curriculum structure and engaging in the practice of constantly updating and improving the curriculum.
- The program provides peer mentoring, an important part of students' educational experience through which they gain insights about additional educational opportunities. The mentors in the program also find fulfillment in supporting and collaborating with peers.
- CASSA (Child and Adolescent Studies Student Association) encourages students to interact with faculty and peers, participate in a variety of events, take leadership positions, and engage in community service and professional development opportunities.
- The department strongly supports sustainability of program assessment, and maintains a course curriculum map describing the ways in which SLOs are introduced, developed and mastered. The Provost and the SAVPIEP both commended CAS for having an excellent assessment process. The faculty commented that the program assessment is systematized and implemented in an efficient manner (hence not onerous to the faculty).

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

1. Faculty workload:

- The external reviewers recommended the program to recognize the cultural taxation of faculty work related to diversity and inclusion and compensate their commitment. The external reviewers also pointed out that more resources are needed to support faculty and staff in student advising.
- The Chair reported that as a department, the faculty are working to incorporate cultural taxation in the DPS considerations. The faculty recognize the importance of reassigned time and try to balance it with the amount of work required. For example, the Diversity Development Committee is a good candidate for reassigned time, and the Assessment Committee has reduced its associated reassigned time because of process systemization.
- The Provost commented that the new campus advising model should help support advising. The Dean stated that the college is working to “right-size” the advising model within the college, which would also help address this issue.

2. Additional support for faculty research:

- Related to the workload issue, the Chair expressed the need for additional support for faculty research, particularly in terms of how to provide workload compensation to faculty who engage students in research. The department currently has a “banking” system for this purpose, but it is problematic as it takes a long time for faculty to accumulate the work needed to receive support.
- The faculty commented that they also provide support to other departments’ students (e.g. psychology graduate students who specialize in developmental psychology), but their work is not compensated.
- The Dean stated that the college is working to develop workload compensation criteria. He is working with the college leadership on related resources.

3. Assessment of co-curricular activities:

- The external reviewers recommended the program to consider additional data points for assessment to evaluate how various co-curricular activities and practica support students’ application of their knowledge of cultural competency, advocacy, and/or other SLOs.
- The SAVPIEP commended the program for being a campus leader in program SLO assessment, and encouraged the program to consider this recommendation to grow co-curricular assessment. The program can partner with the Office of Institutional Effectiveness and Planning in this effort.

4. Consideration for self-support programs:

- The Dean recommended the program to consider developing self-support certificate/micro-credential programs to serve the needs of various students and community, as the discipline of CAS applies to multiple contexts.
- The Chair echoed that there are needs for such programs, an example being the need to provide training to clinicians on early childhood mental health needs.

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5. Alumni survey:

- The external reviewers recommended the program to strengthen its knowledge of alumni outcomes, and hence its understanding of how the courses and student experiences could better meet the changing needs of the community.
- The Chair and the faculty concurred, and requested support to conduct an alumni survey to gain information about post-graduation outcomes. They requested such endeavor to be taken at the university level.
- The SAVPIEP agreed that the university should develop a university-wide alumni survey, and would like to partner with the program on this effort.

The Provost concluded the meeting by thanking the faculty for all the excellent achievements they have accomplished, and thanked the hard work and dedication of the department and college leadership.