



Program Review Report

Program: Bachelor of Integrative Studies (Psychology & Humanities)

Department: Arts and Human Sciences

Review Date: February 4, 2021

Summary

A program review for the Bachelor of Integrative Studies Psychology & Humanities was presented to the Program Review Committee by Mr. Mateo Frazier (Chair) and Dr. Robert Beshara (Director) from the Department of Arts and Human Sciences. The program has several emphases that have been priorly reviewed, so only the ones in Humanities and Psychology were presented at this time.

Integrated studies is a degree program that prepares students for careers requiring reliable and flexible thinking and communication, such as counseling agencies, local and state government, law enforcement, and public service. It will also provide a solid basis for those wishing to pursue advanced degrees in various fields, including social work, addiction recovery, psychology, law, and cultural anthropology. This academic degree seeks to provide the skills and knowledge promised by a liberal arts education and the encouragement to allow students to use the skills and knowledge to become influential and inspired leaders.

The calculated three-year average of declared student enrollment in the program is 64 (headcounts) per semester, and the three-year graduation average is 9.3 students per year. The one-year fall-to-fall retention rate is 55%, while the Spring 2021 150%-time graduation rate is 69%. Although retention is high, the review showed that students took between 137 and 154 credits by graduation.

According to the analysis done by Gray Associates' Program Demand software, the program has a strong student demand (at 99% percentile of all programs offered by NNMC). Still, it is at a 67% percentile for employment but highly competitive.

The program economics based on Gray Associates' software shows a positive contribution margin (including overhead) of \$594,989 for this program from AY 16-17 to AY 19-20. Moreover, the difference between gross revenue and instructional cost (after discounts) is approximately \$77K in the 19-20. The ratio for the three-year average between gross revenue and the instructional cost is 1. This ratio means that this program is one of the main revenue generators at NNMC.

Finally, the program's five-year strategic plan includes yearly assigned tasks, but it is too narrow. For example, the project does not provide enrollment or retention targets or discussion about future delivery modes or ideas to enhance the program's quality.

Recommendations

While there is recognition of the very healthy enrollment in the Psychology emphasis, there is an enrollment concern for the Humanities Area. Similarly, there are several missing expectations for the NNMC program to demonstrate high quality and remain relevant to the community.

1. The program leadership should do a detailed analysis to consider the elimination of the Humanities Emphasis to strengthen the Psychology field because of the vast enrollment difference. This may allow the program to focus on a high-quality program that exploits healthy enrollment to improve the quality and maximize the current human and financial resources. The report must be presented to the Council of Chairs by December 2022.
2. The program leadership must establish an External Advisory Committee (EAC) no later than May 31, 2022. The faculty and EAC must develop a Strategic Plan for the program no later than December 31, 2022. Similarly, a Strategic Enrollment Plan must be developed no later than June 2022.
3. The program leadership needs to work with the Office of Assessment to immediately establish a plan to remediate the Student Learning Outcome Assessment process, which is deficient. As a short-term milestone, the program must report improvement plans in its Annual Report on July 2022.
4. The program leadership needs to work with its stakeholders to consider implementing the program entirely online. Several advantages may boost enrollment even further, which could become higher financial resources for the program. This consideration must be documented in the Strategic Plan due in December 2022.
5. The program leadership with the EAC should explore the development of short-term certificates that may contribute to retention improvement as student milestones. This analysis must be documented in the Strategic Plan due in December 2022.
6. The program leadership needs to develop a plan that contributes to faculty retention and development. This analysis plan must be documented in the Strategic Plan due in December 2022.