

## Grossmont College Feasibility Review of Instructional Programs



### Overview

Program Feasibility Review is a process meant to assure that the College's instructional resources are used in response to the College's Mission, Strategic Plan and Educational Master Plan; the needs of its students; and the requirements of the community it serves.

- Feasibility review involves a specific process that occurs as a result of the regular Program Review process, or upon special request.
- The term program as it relates to this review refers to a field of study with one or more related certificates and degrees. Please see official program list in the College Catalog for current programs.
- District Board Policy BP/AP 4020, Curriculum Development and Administrative Procedure, BP/AP 4021: Program Discontinuance
- Education Code 78016 and Title 5, §51022 and 55130 require that a Feasibility review be conducted prior to program discontinuance (termination).

### Outcomes of Feasibility Review

Feasibility Review Workgroups make recommendations that include but are not limited to the following:

- Program Initiation: The institutionalization or adoption of a new program and/or a new department.
- Program Modification and Improvement: Program modification as it relates to this process refers to a plan of action to enhance the performance and effectiveness of an existing program and/or department as part of a plan to avoid program discontinuance.
  - o Proposals to modify existing programs outside of the Feasibility review process for discontinuance will follow current processes. Please see process flowchart. (Under development. In the interim, Program Review and Outcomes Assessment Subcommittee will recommend the appropriate process for modification proposals to follow.)
- Program Discontinuance: The discontinuance (termination) of an existing program and/or department.

### Rationale

A Feasibility review is required prior to forwarding a program initiation or discontinuance proposal and must have taken into consideration the following:

1. The impact on students and student success;
2. The impact on the comprehensiveness and balance of offerings across the college curriculum and within the district;
3. The impact on the educational and budget-planning process used at the institution;
4. The positive and/or negative impact on transfer to four-year colleges and universities;
5. The effects on local businesses and industries;
6. The effects on faculty and staff;
7. In the case of program discontinuance, provisions that can and should be made for students in progress to complete their educational goals.

## **Program Initiation**

In order to propose a new academic program (see definition of program above), the following process must be followed:

### 1. Notification

- A. The Program Review and Outcomes Assessment Subcommittee and Academic Senate should be electronically notified in advance that a new program proposal will be forthcoming.

### 2. Program Proposal

- A. The Program Proposal must include the following:

1. A letter from the area dean stating their support for the development of the new program
2. Title and description of the proposed program;
  - a. List of planned awards (degrees or certificates) in the program.
  - b. Program description summary.
  - c. Program-level SLOs.
  - d. Faculty assigned to the program.
3. Fit with Institutional Strategic Plan and Mission;
4. Proposed implementation date;
5. Explanation of the resources available to support the program;
6. Anticipated new cost;
7. List of all comparable or closely related programs;
8. Justification of need for the new program (support university transfer to a particular major, labor market demand, etc.)
  - a. Career options and/or transfer information
9. A request for the formation of a Program Feasibility Taskforce to review the program proposal and make their recommendation
10. Based upon the recommendation the Program Feasibility Taskforce, the newly proposed program will move forward in the established curriculum review process.

- B. Per the current curriculum review process, documentation should be provided to the Curriculum Committee that the proposed new program meets the CCCCO's Five Criteria for curriculum approval as outline in the Program and Course Approval Handbook.

## **Considerations for a Program Discontinuance Recommendation**

In general, program discontinuance should be recommended only after a serious attempt has been made to improve program effectiveness and efficiency, unless it is clear that future efforts at remediation are not warranted. Pursuant to Board Administrative Procedure 4021, a program discontinuance recommendation must include the following:

- Steps to monitor the impact on other areas including articulation, transfer agreements, student notification, transition and assistance in program completion;
- A detailed plan and recommended timeline for phasing out the program with the least impact on students, faculty, staff and the community;
- A plan for currently enrolled students to continue their academic award, such as a teach-out plan, or a plan for them to meet their educational objectives through alternate means;
- A plan that ensures an open and transparent participatory governance process in generating any recommendation to the Board of Trustees regarding program discontinuance.
- An agreement with the District for retraining and placement of faculty impacted by program discontinuance per collective bargaining agreement with AFT.

## **Establishing a Special Feasibility Review Workgroup**

The process of Feasibility Review is carried out by a special review workgroup organized by the Program Review and Outcomes Assessment Subcommittee in all cases of Program Initiation or Program

Discontinuance. The process may be initiated by a request or motion with sound rationale on the part of any of the following: the Program Review and Outcomes Assessment Subcommittee, as a result of Program Review; an Instructional Department; the College President; the Vice President of Instruction; the Planning and Institutional Effectiveness Committee (PIEC), as the result of Educational Master Planning; and the Academic Senate.

The Feasibility Review Workgroup exists until it files its recommendations with the Program Review and Outcomes Assessment Subcommittee. Membership on the Feasibility Review Workgroup should include:

- The Academic Senate President or designee
- One (1) Department Chair (appointed by the Chairs Committee)
- One (1) Faculty Discipline Expert (appointed by the Academic Senate President)
- One (1) Student Services Counseling Faculty (appointed by the Academic Senate President)
- One (1) PIEC member (appointed by PIEC)
- The Curriculum Committee Chair or designee
- The Articulation Officer
- One (1) Academic Dean (appointed by the College President)
- The Vice President of Instruction or designee
- The Vice President of Administrative Services or designee
- The Vice President of Student Services or designee
- One (1) Faculty Union Representative

### **Information and Data Gathering**

Decisions made in the course of the program Feasibility process must be based on a broad and thorough investigation of factors relating to the benefits of a program for students, for the College, and for the community served by the College. They must, therefore, take into consideration information that goes far beyond simple measures of current student demand or weekly student-contact hours. The following general types of information should be gathered as needed and weighed in the process of formulating the Feasibility Review Workgroup's recommendations:

- Relation of the program to the College mission
- Relation of the program to the Strategic Plan
- Recent Program Review or accrediting agency recommendations
- Measures of student demand, including enrollment, average class size, waitlists, degrees/certificates, and/or surveys
- Current program effectiveness: FTEF/FTES ratio, success, and retention [not required for program initiation]
- SLO Assessment summaries [not required for program initiation]
- Interviews [not required for program initiation]
- Measures of labor-market demand (CTE only)
- Advisory committee recommendations or other reports (CTE only)
- Regional Consortium Approval (CTE only)
- Open Forum/campus-wide discussions
- Projected impact on overall educational program, students, faculty, college budget, and community

### **Process**

#### **I. Feasibility Review Workgroup Formation**

Once a Feasibility Review Workgroup has been formed through appointment/ position held, it will meet to elect a chair and establish a specific plan for the study it is about to undertake.

*Note: If a Department is initiating a Feasibility review for the purpose of program discontinuance as stated on page 1, the Department only need to address the considerations for program discontinuance and the Feasibility Review Workgroup meets to ensure that the impact to current students is minimal and*

*mitigation strategies are in place in accordance with these considerations.*

## II. Data gathering

This plan should include data gathering, in addition to solicitation of position papers from faculty, staff, and students involved, interviews with faculty in the affected area and in related instructional areas, interviews with students and administrators, consultations with outside experts and faculty and/or administrators from other institutions, administration of surveys, and/or use of focus groups. At least one well-publicized open forum should be held to allow any concerned member of the campus community or of the College's service area the opportunity to voice opinions and express concerns. In addition, the workgroup shall consult when necessary with District, regional, and State agencies and institutions overseeing specific types of programs, such as certain vocational programs.

## III. Program Feasibility Report

Within six months of the workgroup's formation, it will produce a Program Feasibility Report specifying the outcome of its deliberations and making specific recommendations for action, complete with timelines. This Feasibility Report must include the following:

- A summary of the process used by the committee
- A review of all data consulted
- Recommendation for program initiation, program modification, or program discontinuance.
- A detailed assessment of the recommendations' impact on the College's overall educational program and budget, as well as its impact on all students, faculty, and staff involved.

## IV. Approvals

The Feasibility Review Workgroup recommendations shall be forwarded to the Academic Senate and Academic Affairs Council for mutual agreement and approval. The Program Review and Outcomes Assessment Subcommittee recommendation will then be forwarded simultaneously to the Academic Senate, Classified Senate, Managers, and Associated Student Government for approval.

## V. Final Recommendation

The College Council receives recommendations/ approvals from all constituencies and makes a final decision by consensus. This recommendation is then passed to the Board of Trustees for final action, in alignment with California Code of Regulations, Title 5, § 55103 and Education Code § 78016.

Copies of this Feasibility Review of Instructional Programs, signed by the College President and the Academic Senate President shall be on file in the Office of Instruction and the Academic Senate.

College President \_\_\_\_\_ Date: \_\_\_\_\_

Academic Senate President \_\_\_\_\_ Date: \_\_\_\_\_

Approved by Academic Senate:XX/XX/XXXX