

CUPP Report  
November 13, 2019

CUPP has met five times since the October 16 Faculty Meeting. CUPP meets Wednesdays from 3:30 to 5:30pm.

In the past month, work on the Program Evaluation Process and Documents has consumed much of the Council's time. On November 11, CUPP and CC together delivered suggestions for revisions to these documents to the Provost, and worked with Provost Brodl and President Nugent to craft a more refined draft of the process and documents to be distributed to faculty for feedback. Those documents were emailed to faculty October 29. On November 4 and 6, CUPP and CC held listening sessions to hear faculty questions and responses to the documents. A Qualtrics survey was also made available to faculty to provide further anonymous feedback. Many astute questions and pertinent concerns emerged through this process. The newly constituted Program Evaluation Task Force (PETF), CUPP, and CC continue to work on a final version of the Program Evaluation Documents. These revisions will reflect thoughtful consideration of the observations made by faculty as well new knowledge gained by the PETF and administration about the data Gray Associates provides, which was learned during a two-day workshop held by Gray Associates on November 12 and 13.

CUPP and CC recommended to the administration that the PETF be comprised of three members of CC, three members of CUPP, and one seventh member elected from the faculty at large. The now complete PETF includes co-chairs Michael Thompson (Associate Vice President for Institutional Research) and Kevin Sullivan (Associate Dean) as ex-officio members, Stephanie Davis-Kahl (Library, CC), Ann Eckhardt (Nursing, CUPP), Abigail Kerr (Psychology, Neuroscience, CC), Jean Kerr (Theatre Arts, CUPP), David Marvin (Business Administration, CC), William Munro (Political Science, at-large member), and Molly Robey, (English, CUPP).

The Gray Associates Workshop on November 12 and 13 clarified the answers to some questions and concerns posed by faculty in the listening sessions and on the Qualtrics survey. The workshop was attended by members of the PETF, members of select Strategic Planning workgroups, some members of CUPP and CC, as well as select administrators and staff members. Gray stated that it will deliver its data 6-8 weeks after the company receives our internal data, which is scheduled to be sent to Gray Associates on November 18. At the earliest, we will receive the quantitative data from Gray Associates in early January, after which chairs and directors will have 30 working university days to complete their qualitative responses. Gray Associates will also return in January for a workshop with chairs and directors to explain how to read the data. Gray's Program Evaluation System and Program Economics (the two deliverables they will provide to us) define programs as majors exclusively. They will deliver data at the level of major for us. Program Evaluation System data focuses on external demand, internal enrollments (numbers of majors), competition, and outcomes. Program

Economics focuses on the costs of instructional delivery compared to the financial contributions of students in the classroom. In Gray Associates' analysis, Interdisciplinary Programs are assessed in the same manner as traditional departmental majors. The data collected is for each student majoring in the program and each course that the student takes (whether the courses are in that major or not). It will not be necessary to determine what part of an instructor's salary or what part of a cross-listed or interdisciplinary-serving class should "count" for which major. Quite unexpectedly, the Gray Associates workshop included the analysis of some internal data about existing programs at IWU. (That data included numbers of majors in each of IWU's existing programs/majors over a five-year period.) It is important to note that those attending the workshop believed that we would see only external data during these days. Breakout groups examined both external and internal demand data and participated in discussions about programs. The questions and comments that emerged in these conversations will be shared with chairs and directors. With new knowledge about the data and systems of analysis that Gray Associates provides, the PETF will need to make (potentially considerable) revisions to the existing program evaluation rubrics that have been distributed to faculty.

In addition to this work on program evaluation, CUPP has also run elections not only for the faculty-at-large representative who will serve on the PETF, but also for the faculty representatives who are now serving on the Associate Provost Search Committee and the Chief Technology Officer Search Committee.

The Council has also held discussions with the Provost and Associate Provost about the relationship between existing processes for the hiring of visiting and tenure-line faculty and the strategic planning process and about the recent suspension of the Course Banking System. CUPP has formed a task force that will work with Associate Provost Duke to determine what can be done to restore this system and to create a clear and equitable accounting system for course banking.

Respectfully submitted,

Molly Robey,  
CUPP Chair 2019-2020