

INSTITUTIONAL ASSESSMENT REPORT

PHILOSOPHY / 2011-2012

Department's Relationship to the College Mission and Strategic Plan

(completed Spring semester or on accreditation cycle)

In a paragraph or two, discuss how the department's work carries out the Mission and Strategic Plan.

The Philosophy program at Jefferson College strongly supports the Mission of the College. In the Mission the College affirms its support of "Superior teaching [...] which promotes intellectual, social, and personal growth." Philosophy is uniquely positioned to serve this mission by providing students with the tools to

- Reflect upon their own values and place in the world
- Develop critical thinking skills which are needed for worthwhile self-directed thought
- Develop an awareness of the intellectual traditions which shape their world
- Experience patterns of thought alien to their own, and
- Engage actively with the world of ideas.

The Philosophy program is academically rigorous and content-rich. Its offerings transfer to a wide variety of institutions and programs and directly support the goals of Student Academic Success and Ethical Behavior.

Summary of Departmental Activities, Assessment and Use of Results

(completed Spring semester or on accreditation cycle)

(may include process flowchart)

Provide a brief overview of major accomplishments since the last review and how assessment results have been used to improve services/learning outcomes.

Since the 2006 Program Review, the Philosophy Program has experienced the following accomplishments:

- A new course, PHL 102H, Honors Introduction to Philosophy, has been offered for the first time In the Spring Semester of 2011.
- A night course of PHL 202H, Honors Ethics, was one of the first Honors classes offered at the Arnold site in the Fall of 2006.
- The Philosophy Program hosted a panel discussion on Health Care Reform during the Fall Semester of 2009 which was open to the public and telecast by JCTV.
- Dr. Booker's Logic text, *The Way of Reason*, was accepted for publication by National Social Science Press and will be available nation-wide in the Spring of 2012.

- The *Way of Reason* is sold to our students through the bookstore at a significantly reduced cost, resulting in an approximate total textbook cost savings \$100,000.00 to Logic students since 2003.
- Dr. Booker appeared as a speaker at the College's Friday Speaker Series in the Fall of 2010 and spoke about his experiences while training with NATO in Germany.
- In order to save students money, a course packet for the Ethics course has been prepared which covers the same core material as published texts while making appropriate (ethical) use of intellectual property and obtaining permissions for all materials being reprinted.
- Dr. Booker served a key role in the preparation of the HLC (Higher Learning Commission) Self-Study which permitted Jefferson College to receive the highest possible (ten year) reaccreditation.

As the program makes extensive use of in-house published materials (for the Ethics course and for the Logic course), student feedback has been instrumental in refining and revising the content of both course packets. When students find material challenging, faculty have the luxury of being able to enhance the material in the course packets to support their academic success.

Internal and External Data Collection and Analysis

(completed by Fall semester or on accreditation cycle)

Gather and analyze relevant internal and external data (link to data).

Program Offerings, Enrollment and Attrition Trends

1. Philosophy courses are offered at Hillsboro, JCA, JCNW, and online. Introduction to Philosophy and Ethics are offered as honors courses. Philosophy courses are offered fall, spring, and summer; days and evenings on-campus; and in first eight-week and second eight-week formats. The online Medical Ethics classes are popular with students majoring in the health-care professions, many of whom live outside our college district.

The following courses are offered by the program:

PHL101 Logic

PHL102 Introduction to Philosophy

PHL102H Honors Introduction to Philosophy

PHL201 World Religions

PHL202 Ethics

PHL202H Honors Ethics

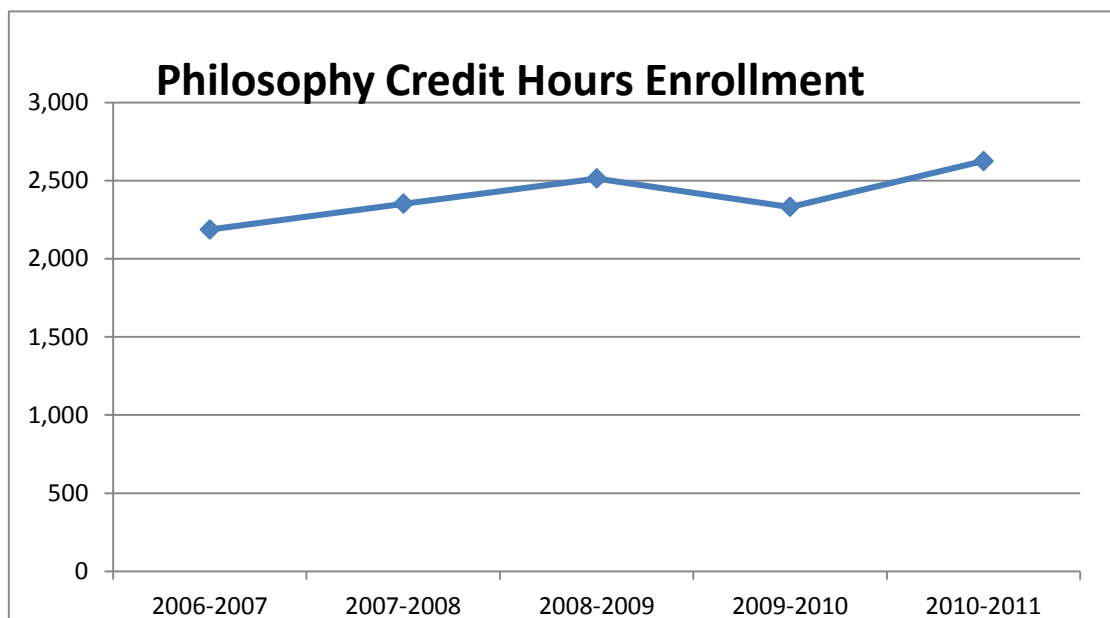
PHL203 Medical Ethics

All philosophy courses transfer to four-year institutions as humanities and general education credit.

2. Philosophy is a very cost-efficient and popular program. With one full-time faculty member and an average of four adjunct faculty, the program generates approximately 2,500 credit hours per year with class sections that generally fill at 32 seats per class.

Academic Year	Seats	Credit Hours
2006-2007	729	2,187
2007-2008	784	2,352
2008-2009	838	2,514
2009-2010	777	2,331
2010-2011	875	2,625
Totals	4003	12,009

3. The Philosophy program has experienced a relatively steady increase in enrollment since the last program review, with an overall 8% increase since 2006-2007, despite a 9% decrease in 2009-2010 from the previous year. The 2009-2010 enrollment decrease is attributed to fewer sections being offered during the summer, which was rectified the subsequent summer.



4. Course attrition is low at 8.1% overall and 6.6% for full-time faculty. The overall attrition rate includes high attrition rates (14.3%-30%) for ineffective adjunct faculty no longer employed by the division. (Note: second eight-week courses generally have higher attrition rates.) The attrition rate for full-time faculty includes several online course sections per semester. Given these two conditions, the attrition for the program is particularly low.

**Faculty Indicators for Philosophy (PHL) Instructional Assessment, School Years 2006-2011
School Terms 200701 through 201103 (Summer 2006 through Spring 2011)**

Number of Course Sections Taught	Total Students	Attrition Number ("W" Grades)	Attrition Percent	Student Credit Hours (A to F Grades)	Average Students	Average GPA	Annualized 5-Year Program FTE
154	4,003	324	8.1%	9,594	26.0	2.699	64.0

Notes: Attrition % represents the number of "W" grades conferred as a percentage of ALL students.
Annualized program FTE is the number of graded credit hours divided by 150 (30 hrs/yr for 5 years).
Graded credit hours are "A to F" only, not "W, I, H, P/F, or Other".

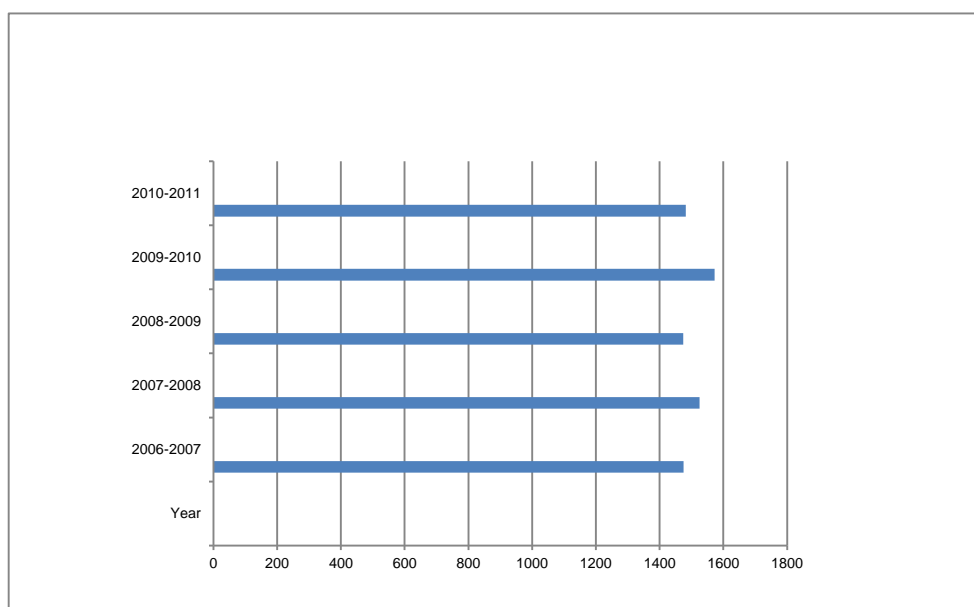
Annual Cost per FTE and Trend Analyses
(completed by Fall semester)

Provide cost per FTE and analyze for the period being evaluated.

The following table and chart show the Philosophy cost per FTE since the previous program review:

Philosophy Cost per FTE

Year	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Credit Hours	2,187	2,352	2,514	2,331	2,625
FTE	72.90	78.40	83.80	77.70	87.50
Program Cost	\$107,534.32	\$119,546.75	\$123,500.97	\$122,192.67	\$129,693.38
Cost per FTE	\$1,475.09	\$1,524.83	\$1,473.76	\$1,572.62	\$1,482.21



Analysis

Over the past 5 years, the program has had an average yearly cost per FTE of \$1505.70, with slight increases over that amount in 2007-2008 (due to full-time faculty raises and increased number of adjunct-taught sections) and 2009-2010 (due to enrollment decrease).

SWOT Analysis

(completed by Fall semester)

Using the data collected and analyzed, complete a SWOT analysis. Reference and link data for each.

Internal Strengths <ul style="list-style-type: none">• Philosophy program offers popular and challenging courses which support the College's mission of providing a quality general education for students bound for four-year institutions• Highly-qualified full-time faculty member• Faculty committed to continuing professional development• Faculty committed to and very involved in institutional activities and endeavors, including evaluation and mentoring of adjuncts• Department offers online Medical Ethics class for health care professionals	Internal Weaknesses <ul style="list-style-type: none">• Despite deliberate attempts to cultivate qualified adjunct instructors, the overall experience with adjuncts has been less than ideal. One adjunct is extremely strong, but other adjuncts have not been nearly as effective, and many have been dismissed after teaching a single semester at the College.• At this time, the philosophy Program lacks a multi-section assessment process.• Ratio of full-time to adjunct faculty threatens the quality and integrity of the program
External Opportunities <ul style="list-style-type: none">• Strong overall growth over the past five years in the AA program as our low cost and high quality bring an increasing number of students to our campus• Topics covered in philosophy classes are timely issues covered in the media and attract public attention• Increased demand for health-care fields and need for medical ethics for transfer programs	External Threats <ul style="list-style-type: none">• Budgetary concerns present a risk to the program any time that the state experiences a budget shortfall• Lack of qualified adjunct faculty within commuting distance• Best adjuncts are hired full-time by other institutions, often after receiving training/mentoring by full-time faculty

ACTION PLAN for *Philosophy Program / 2011-2012*

Org	Date	Strategic Aim	Objective	Action Plans	Benchmark	Target	KPI	Additional Resources Required	Timeframe	Responsible Party(s)	Status
55213	11/1/11	1	3	Hire additional full-time faculty member	1 faculty	2 faculty	2	Full-time faculty salary and benefits	Fall 2014	Communication and Fine Arts Division Chair	Proposed
55213	11/1/11	1	1	Schedule guest speakers for Ethics, World Religions, and Medical Ethics classes	0 speakers	3 speakers per semester	2	Budget for honorariums, \$600 per year	Beginning Fall 2012	Michael Booker	Proposed
55213	11/1/11	4	23	Full-time faculty conference attendance/presentations	0 actions	5 conferences	24	Travel budget, \$5,000	2012-2016	Michael Booker	Proposed
55213	11/1/11	4	23	Support adjunct faculty conference presentations	0 slots	10 slots, by application	23	Travel budget, \$5,000	2013-2016	Michael Booker, Communication and Fine Arts Division Chair	Proposed
55213	11/1/11	7	39	Initiate multi-section assessment projects for PHL101, PHL102, and PHL202	0 projects	1 multi-section project per academic year	2	None	Beginning Spring 2012	Michael Booker, Communication and Fine Arts Division Chair	Proposed

Evaluation

☒ Meets Expectations
Comments:

☐ Requires Immediate Attention
Comments:

Follow-up report required by: _____
Comments: (date)


Approvals



Division Chair/Director
Comments:

10-31-2011

Date



Dean
Comments:

November 1, 2011

Date

Vice President/President
Comments:

Date