ICCB

*Lazaro Lopez, Ed.D.*
*Chairman*

*Brian Durham, Ed.D.*
*Executive Director*

**Illinois Community College Board**

September 15, 2021

Dr. Tim Taylor, President
Shawnee Community College
8364 Shawnee College Road
Ullin, Illinois 62992-9725

Dear Dr. Taylor,

The Illinois Community College Board (ICCB) is mandated by the Illinois Public Community College Act (P.A. 78-669) to coordinate a statewide program review system, by which instructional programs are reviewed once every five years by their respective institution. The purpose of Statewide Program Review is to 1) support strategic campus-level planning and decision-making related to instructional programming and academic support services, 2) support program improvement, and 3) support the delivery of locally responsive, cost-effective, high- quality programs and services across Illinois' community college system. For fiscal year 2020, the following program areas were reviewed.

I. Career and Technical Education (See program review schedule for full listing).
II. Academic Disciplines: Humanities and Fine Arts
III. Student and Academic Support Services
    - Counseling and Advising
    - Disability Services
    - Library
IV. Cross-Disciplinary Instruction: Adult Education including ELA

This summary report documents feedback from the ICCB staff for Shawnee Community College's program review submission completed in fiscal year 2020. For each area of review, feedback has been provided by ICCB staff and has been included in the following summary report. Feedback has been generalized and may not encompass specific and measurable corrective actions, though in some places specific recommendations are provided. The expectation is that colleges will consider this feedback and ensure it is incorporated into their ongoing reviews.

If you believe this summary reflects any factual errors or if you require clarification, inquiries should be directed to iccb.programreviewsubmission@illinois.gov and an ICCB staff person will respond accordingly. Thank you to the faculty and staff for the hard work that was completed to compile this report for the statewide review.

Sincerely,

Jennifer K Foster

Jennifer Foster
Deputy Executive Director
Illinois Community College Board

CC: Kristin Shelby

# Summary Report: Program Review Feedback for Shawnee Community College

## I. Career and Technical Education Programs

**Need**:
Shawnee Community College sufficiently addressed program need for all five program areas reviewed. For the Associate Degree in Nursing, Certified Nursing Assistant, and Practical Nursing programs, the college utilized labor market information from the U.S. Bureau of Labor Statistics, the Illinois Department of Employment Security, the National Council of State Boards of Nursing, and the Nurse Registry, which provided additional information on retirement trends and projected nursing shortages. The college proposed a Guided Pathway for a One-Year Certificate in Agriculture when review of the program revealed many students were transferring to four-year institutions upon finishing their first year without completing a two-year program. While labor market demand these program areas is limited, the college acknowledges that the recent hemp industry and the approval of medicinal and craft cannabis licenses have not been considered. Shawnee Community College uses traditional methods such as high school career fairs and college visit nights as part of their recruiting strategies.

**Cost:**
Cost-effectiveness was sufficiently detailed in the program review submission. The majority of programs reviewed provided a thorough analysis of associated program costs and how these costs compare to other college programs. Additionally, the college increased the cost-effectiveness of the Associate Degree in Nursing and Practical Nursing programs by requesting a change to its assessment program to one that is more cost-effective, making changes in uniforms and lab bags and bundling books to decrease cost to students. Additionally, the college assists students in overcoming financial barriers through various opportunities, including financial aid and scholarships; however, out of the five programs up for review this year, only one utilized Perkins funds.

> ***Recommendation 1:*** *The ICCB recommends that the college ensure all CTE programs and departments are aware and knowledgeable about the Perkins resources. Perkins funding can help support and offset the costs of equipment, professional development, and work-based learning opportunities.*

> ***Recommendation 2:*** *The Associate Degree Nursing and several other programs noted that students could apply for financial aid to assist students with the cost, however there may be students who do not qualify for this assistance. The ICCB recommends that the college evaluate this further and work to identify additional strategies to support these students. An example might be to discuss developing an apprenticeship program with an employer partner.*

**Quality**:
Shawnee Community College sufficiently addressed the indicators of program quality in their review. Dual credit and work-based learning opportunities are critical components in a quality career pathway and may positively contribute to enrollment and completion. The Associate Degree Nursing program's NCLEX pass rates have remained greater than the IDFPR required 75% for five years. Reorganization of curriculum added a semester to the program and decreased the number of classes, assignments, and exams expected of students, which gave them more time to prepare for the state licensure exam. However, the Associate Degree Nursing program is experiencing a somewhat low retention rate. The college acknowledges that "many students lack preparation for the rigor of the associate degree professional nursing program." Additionally, the Agriculture Business and Management program is suffering low enrollment, and both the Agriculture business and Management and the Fish and Wildlife Management programs note a "lack of development of a transfer track for students who want to transfer to a four-year institution." Additionally, only two of the programs detailed dual credit opportunities.

> ***Recommendation 1:*** *The ICCB recommends that the college thoroughly assess and mitigate the barriers impacting Nursing program completion to effectively support current students as well as prepare for the growing enrollment.*
>
> ***Recommendation 2:*** *The ICCB recommends that the Agriculture Business and Management program continue to strengthen its business and community partnerships, as well as pursue the opportunity to develop a transfer track for students to nearby four-year institutions.*
>
> ***Recommendation 3:*** *The ICCB recommends that the college place a concerted effort on working in coordination with district high schools to increase the size and scope of dual credit opportunities.*

**II. Academic Disciplines: Humanities and Fine Arts**

**Need:**
The college has justified the need for the discipline. The courses offered satisfy the general education and elective requirements for the A.A., A.S., and A.A.S. degrees, as well as many Career and Technical Education Certificates. Faculty submit curricular modification proposals to the Curriculum and Instruction Committee for review and approval.

**Cost:**

Salaries and benefits for faculty are the primary operational expenses for the discipline. The institution monitors enrollments and limits the number of sections offered for classes to achieve maximum course enrollment, and implementing micro-scale experiments to reduce waste in an effort to ensure cost-effectiveness.

**Quality:**
The college offers traditional face-to-face, hybrid, video conference, and online courses in a variety of traditional, weekend and accelerated formats. Completion and success data for each course and delivery mode are monitored. The college uses a Retention Alert System so faculty and advisors can identify "at-risk" students and provide appropriate support. Support is available through the Student Success Center which offers peer and professional tutors. The institution analyzes placement data and workforce needs to ensure that the program competencies are appropriate. During this review, ICCB staff noted that disaggregated data were not evaluated.

> ***Recommendation:*** *The ICCB recommends that the college disaggregate the data to determine who their students are and what groups of students are in need of additional support.*

## III. Student and Academic Support Services

**Counseling and Academic Advising:**
Shawnee Community College's advising and counseling program is extensive and organized to address the academic planning and transitional needs of students as they progress through their program. The department has assigned advisors to develop and maintain relationships to keep students on track with their degree plans. The college has seen an increase in students with mental health issues. With this increase, the college has implemented an online screening tool to assist students. It also has local MOU's in place to refer students for formal services.

**Disability Services:**
Shawnee Community College's Accessibility and Resource Services provided a holistic review of its Disability Services. The center follows all appropriate state and federal guidelines when providing services and writing policies. The department provides individualized academic accommodations and other services for students with disabilities.

**Library:**
Shawnee Community College's library has continuously engaged in several initiatives to improve library management, student resources, and services. The data provided shows a drop in library usage since the last review. This can be attributed to enrollment declines and the current pandemic.

> ***Recommendation:*** *The ICCB recommends adding a statement on syllabi highlighting the information literacy and supports the library offers*.

## IV. Cross-Disciplinary Instruction: Adult Education including ELA

**Need:**
The review indicates 20 percent of the adult population of the district has less than a high school education. This single data point is used to indicate need for the adult education services, but the data source is not cited. Lacking full demographic data does not provide a full picture for demonstrating the need for the adult education services.

> ***Recommendation:*** *The ICCB recommends that the college expand on the data and identify how the data drives program development.*

**Cost:**
There are institutional supports, but costs identified are for the program administrator and direct instruction with no indication of funding for support services.

> ***Recommendation:*** *The ICCB recommends that Shawnee Community College explore the potential for using Ability to Benefit to aid in the tuition expenses for adult education learners transitioning into CTE courses and braided funding for student support services.*

**Quality:**
The performance exceeds requirements, yet there is no data that support these statements. Additionally, the review indicates that integrated education and training programs are being developed.

> ***Recommendation****: The ICCB recommends that the college provide ample data within the program review submission.*