Adult Education

1. Clarify program leadership roles in order to provide adequate intellectual and administrative leadership for continuous program improvement.

Issue:

Lack of dedicated faculty supporting program
Proportion of coursework taught by academically qualified faculty

Action:

i) Increasing tenure/tenure-track FTE in program
ii) Appointing senior faculty lead
iii) Limit use of courtesy faculty
iv) Add another faculty member once program enrollment grows.

2. Based on the dean’s strategic vision for the college the program appears to be well situated to enhance the college’s strategic mission through adult education’s foci on lifelong and life-wide learning as fundamental conceptual foundation for program development. The program leadership may need to explore these connections with the college’s leadership to better position the program for additional resources.

Issue:

At the time of the review, the strategic plan for the College was being developed. With the recent merger with SMED, and appointment of new Dean and Associate Dean, it was deemed critical for the Adult Education program to become more formally aligned with the new vision for the College.

Action:

i) Finalize College of Education Strategic Plan.
ii) Working with Manager of Online Education, create conceptual framework document for the AE program that explicitly delineates alignment with Strategic Plan.
iii) Use these documents to inform process of combining/aligning programs working with Manager of Online Education to optimize use of faculty and create greater efficiencies and synergies in course offerings.

3. Work more closely with Ecampus to develop a marketing campaign that has a broader outreach to increase the number of quality applicants.

Issue:

The number of admitted students has declined over the past few years. According to the self-study and meetings with faculty and program leadership, recruitment is done ‘word of mouth’ and via ecampus. If the goal is to increase the number of quality applicants, it may be the case that program
leadership needs to work more closely with ecampus to develop a marketing campaign that has a broader outreach to quality applicants.

Action:

i) Finalize comprehensive marketing campaign, including an informational webinar, phone campaign to follow-up with initial contacts, updated recruitment fliers and websites, and videos for the Ecampus website.

ii) Ensure that at least two faculty members review application packets for each potential student.

iii) Create a specific scoring rubric for the interview process for each applicant.

iv) Ensure that at least two faculty members are present for every applicant interview.

v) Review and revise (if needed) application review process

4. Create a core faculty dedicated to adult education active in professional associations in the field of HRD and adult education.

Issue:

Based on a review of faculty vitae, it does not appear that the faculty, apart from Dr. Russ-Eft, have a strong record of scholarly activity particularly in the fields of HRD or adult education.

Action:

i) Create/strengthen core faculty in the fields of HRD and adult education.

ii) Monitor and support core faculty professional involvement.

5. Program faculty should consult with professional associations such as the Commission of Professors of Adult Education, American Association of Adult and Continuing Education regarding professional standards for graduate programs as it considers revisions and updates to the curriculum.

Issue:

The current program is solely based on ISPI standards. There is a missed opportunity to consider perspectives from other professional bodies including The American Society of Training and Development (ASTD) and the American Association of Adult and Continuing Education’s Commission of Professors of Adult Education regarding professional standards for graduate programs.

Action:

i) Development of new program standards.

ii) Incorporate new learning outcomes into the graduate learning outcomes which will guide our assessment plans and reports on a yearly basis.

iii) Revise portfolio requirements to reflect new program standards.

6. Support faculty engagement in national/international associations in human resource development or adult education professional fields.
Action:

Appropriated funds to support professional development, identified specific activities for all faculty supporting the program.

7. *Establish an advisory panel that would incorporate industry/professional representatives.*

Action:

The faculty has discussed the need for an advisory panel in the past, but this review gave us the stimulus to take action and move forward.

i) Invite potential advisory group members.

ii) Convene initial meeting for review of proposed program standards, learning outcomes, and admissions protocol.