



# *Self-Study* Report

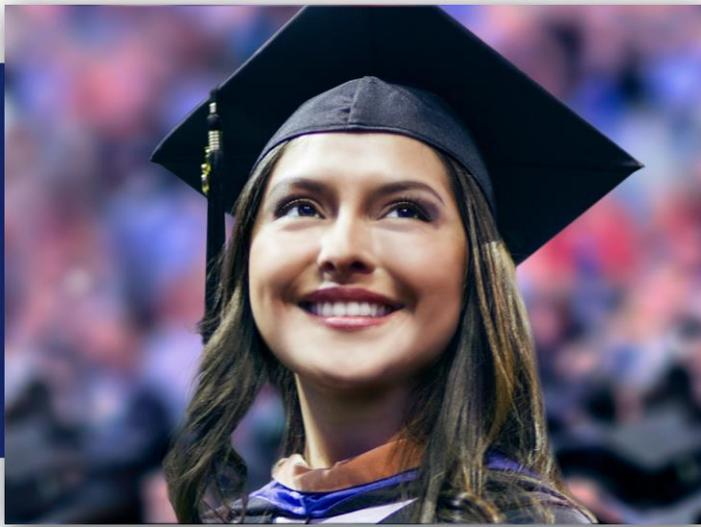
 **Berkeley College<sup>®</sup>**

# *Self-Study Objectives*

- Review the current organization, structure, processes, practices and outcomes to reflect on progress attained as well as areas of improvement
- Demonstrate that Berkeley College is in compliance with the Middle States Commission on Higher Education's Standards for Accreditation and Requirements of Affiliation
- Broaden institutional engagement in the execution of the Strategic Plan

# *Self-Study Process*

- Began in January 2016
- Designed to reflect the College's organizational structure
- Guided by a Steering Committee and seven Working Groups, one per Standard
- Drew input from trustees, administrators, faculty, staff, students, and alumni in a rigorous, rewarding, collaborative, and inclusive process
- Held eighty-four “Self-Study Conversation meetings” plus monthly poll questions on Blackboard



## *Standard I:* Mission and Goals

The institution's mission defines its purpose within the context of higher education, the students it serves, and what it intends to accomplish. The institution's stated goals are clearly linked to its mission and specify how the institution fulfills its mission.

## Discoveries

- Berkeley College has:
  - A clearly defined mission
  - Established goals
- Our Mission and Goals:
  - Were developed with participation from all sectors
  - Guide organizational structure, programs, and practices
  - Are consistent with the institution's focus
  - Address both internal and external constituents



## Discoveries



- Move from Five-Year Strategic Planning Cycle to Continuous Rolling Strategic Planning Process
- Continue supporting development and assessment of departmental level goals



## *Standard II:* Ethics and Integrity

Ethics and integrity are central, indispensable, and defining hallmarks of effective higher education institutions. In all activities, whether internal or external, an institution must be faithful to its mission, honor its contracts and commitments, adhere to its policies, and represent itself truthfully.

## Discoveries

Berkeley College:

- Is committed to academic freedom, intellectual freedom of expression, and respect for intellectual property rights
- Has clearly delineated policies and procedures
- Reviews policies and procedures at least annually
- Addresses ethics and integrity in all policies, procedures, and practices



## Discoveries

- Appoint Academic Liaisons on every campus
- Consider a centralized and sustained communications campaign to inform presence and location of College policies
- Expand diversity and cultural competence training





## *Standard III:* Design and Delivery of the Student Learning Experience

An institution provides students with learning experiences that are characterized by rigor and coherence at all program, certificate, and degree levels, regardless of instructional modality. All learning experiences, regardless of modality, program pace/schedule, level, and setting are consistent with higher education expectations.

## Discoveries

- Student learning experiences are characterized by rigor and coherence across all programs and are closely aligned with the College's mission
- Faculty members combine high-level academic qualifications with practitioner experience
- Students report general satisfaction with Support Services
- Processes to incorporate assessment data into program improvement are increasingly robust



## Discoveries

- Explore strategies to increase number of course offerings on the smaller campuses
- Provide differentiated instruction and innovative methods of student support
- Continue to assist faculty in adjusting to the new workload
- Strengthen the Integrated Strategic Planning and Assessment process





## *Standard IV:* Support of the Student Experience

Across all educational experiences, settings, levels, and instructional modalities, the institution recruits and admits students whose interests, abilities, experiences, and goals are congruent with its missions and educational offerings. The institution commits to student retention, persistence, completion, and success through a coherent and effective support system sustained by qualified professionals, which enhances the quality of the learning environment, contributes to the educational experience, and fosters student success.

## Discoveries

- There is general student satisfaction with the broad array of policies, procedures, and services that support the student experience:
  - Student Development and Campus Life
  - Library Services
  - Career Services
  - Honors Program
  - Military and Veterans Affairs
  - International Student Services
  - Sports teams
  - Wellness initiatives



## Discoveries

- Improve interdepartmental collaboration
- Increase student survey response rates
- Improve data-driven decision making
- Promote use of the Center for Academic Success



Blackboard

PeopleSoft





## *Standard V:* Educational Effectiveness Assessment

Assessment of student learning and achievement demonstrates that the institution's students have accomplished educational goals consistent with their program of study, degree level, the institution's mission, and appropriate expectations for institutions of higher education.

## Discoveries



Berkeley College...

- Aligns College Learning Objectives and Program Learning Objectives with Mission and Goals
- Conducts holistic assessment of student learning
- Varies appropriate assessment practices from program to program to match program outcomes

## Discoveries

- Provide additional training about Assessment of Student Learning Outcomes
- Add an “Assessment of Assessment Rubric” to improve current practices
- Continue to use assessment data for ongoing academic improvement





## *Standard VI:* Planning, Resources, and Institutional Improvement

The institution's planning processes, resources, and structures are aligned with each other and are sufficient to fulfill its mission and goals, to continuously assess and improve its programs and services, and to respond effectively to opportunities and challenges.

## Discoveries



### Strategic Plan:

One Mission.  
One Plan.  
One Berkeley.

Berkeley College..

- Effectively links planning, budgeting, and assessment
- Conducts planning, action, and assessment simultaneously to foster flexibility and sustainability
- Routinely assesses financial health, resources, and infrastructures in order to ensure that they are sufficient to support operations

## Discoveries

- Improve communication to internal and external constituents
- Conduct facility master planning in the near future for all campuses



The Berkeley Post  
Strategic Planning Newsletter



## *Standard VII:* Governance, Leadership, and Administration

The institution is governed and administered in a manner that allows it to realize its stated mission and goals in a way that effectively benefits the institution, its students, and the other constituencies it serves. Even when supported by or affiliated with governmental, corporate, religious, educational system, or other unaccredited organizations, the institution has education as its primary purpose and it operates as an academic institution with appropriate autonomy.

## Discoveries



- Governance, leadership, and administration operate with sufficient autonomy to evolve and adapt to student needs

## Discoveries

- Increase awareness of the role and responsibilities of the Board of Trustees
- Continue to implement a succession plan





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