

**ENVIRONMENTAL SCIENCE AND RESEARCH  
PROGRAM REVIEW SUMMARY AND ACTIONABLE INSIGHTS**

Conducted by IEC April 2025



**A. Program Evaluation Rubric (4-point scale)**

| Indicators:                                             | Ave Score |
|---------------------------------------------------------|-----------|
| Program is in compliance with institutional systems     | 3.57      |
| Faculty Quality and Commitment is evident               | 3.57      |
| Program enrollment is healthy                           | 2.86      |
| Assessment data is used to make decisions               | 3.14      |
| Curriculum is relevant and aligned with workforce needs | 3.43      |
| Retention/completion rates meet institutional goals     | 3.14      |
| Post-completion placement is strong                     | 3.57      |
| Program prepares graduates for living wage occupations  | 3.71      |
| Program is financially viable                           | 3.29      |
| Overall benefit to institution                          | 3.43      |
| Overall Average:                                        | 3.37      |

**B. Summary of Program Strengths**

- Diversity of faculty backgrounds and experience
- Quality of research that students are engaged in is commendable
- Faculty support of students
- Placement of graduates is very strong
- Community outreach and engagement are strong
- Undergraduate research and poster presentations by students help prepare for graduate work
- Extensive network of expertise to help students (partners and collaborators)

**C. Summary of Program Challenges**

- Faculty workload primarily due to midyear faculty turnover
- Mental health challenges experienced by students
- Managing classroom spaces to accommodate classroom preps
- Early contact and connection with students in coordination with the CARE center
- Institutional financial commitment to the program in this climate

**D. Actionable Insights**

- Implement shared advising strategies
- Investigate lab science resources that might be better suited for the online mode / environment
- Connect with Wellness Director and team about mental health challenges for discussion and ideas

**E. Institutional Support Needed and/or Committed to Carry Out Action**

None (see above)

**F. IEC Recommendation:**

- ☐ Retain program(s) of study as is
- ☒ Improve elements of program(s)
- ☐ Expand program of study to another level, specialty, or delivery option
- ☐ Revise curriculum to better meet the needs of students, current labor market, or industry
- ☐ Consolidate program of study with another program
- ☐ Terminate program of study

## G. Forwarded to Administrative Council

Date Sent: 4/30/2025

## H. Administrative Council Decision:

- ☐ Retain program(s) of study as is
- ☒ Improve elements of program(s)
- ☐ Expand program of study to another level, specialty, or delivery option
- ☐ Revise curriculum to better meet the needs of students, current labor market, or industry
- ☐ Consolidate program of study with another program
- ☐ Terminate program of study

The Administrative Council concurred with the recommendations from IEC.

Decision Date: October 21, 2025

Admin Council Chair Signature: 

IEC Chair Signature: Amy DeWitt

# 2024-25 Environmental Science and Research Program Review Summary and Actionable Insights

Final Audit Report

2025-10-27

|                 |                                              |
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