

# ASSESSMENT FELLOWS PROGRAM: AMBASSADORS OF A HIGH PERFORMANCE CULTURE

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2016 Assessment Institute in Indianapolis

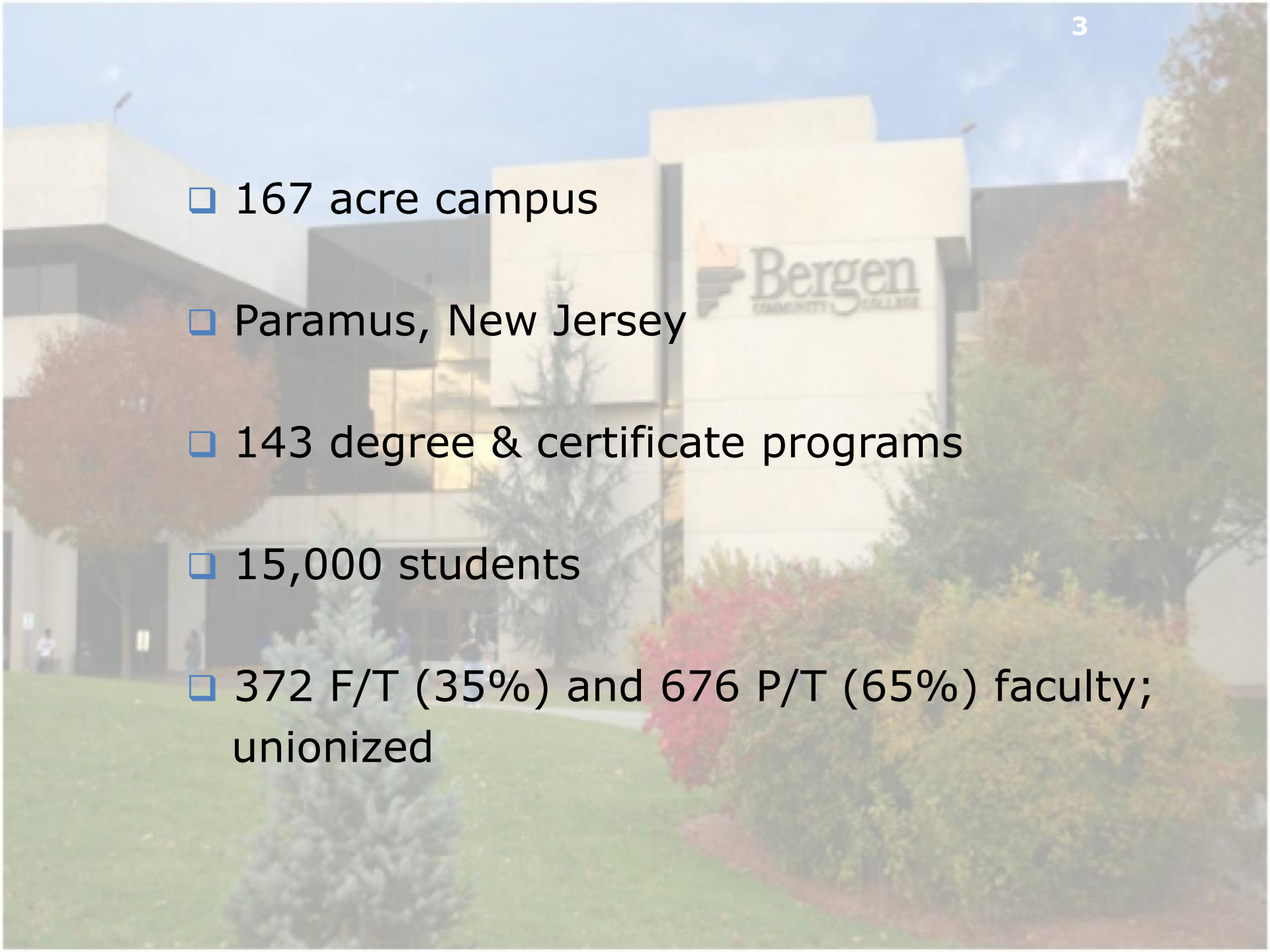
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# Learning Objectives

- ❑ Participants will learn a systematic approach for college faculty and professional staff to assume leadership in college-wide assessment.
- ❑ Participants will learn how an assessment fellows program can ensure quality of assessment plans.
- ❑ Participants will learn how assessment fellows can become ambassadors for institutional effectiveness by helping support and nurture a culture of assessment.

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- A photograph of a modern, multi-story building with a light-colored facade and large windows. The building features the Bergen Community College logo, which includes a stylized 'B' and the text 'Bergen COMMUNITY COLLEGE'. The building is surrounded by greenery, including trees and bushes, under a clear blue sky.
- ❑ 167 acre campus
  - ❑ Paramus, New Jersey
  - ❑ 143 degree & certificate programs
  - ❑ 15,000 students
  - ❑ 372 F/T (35%) and 676 P/T (65%) faculty; unionized

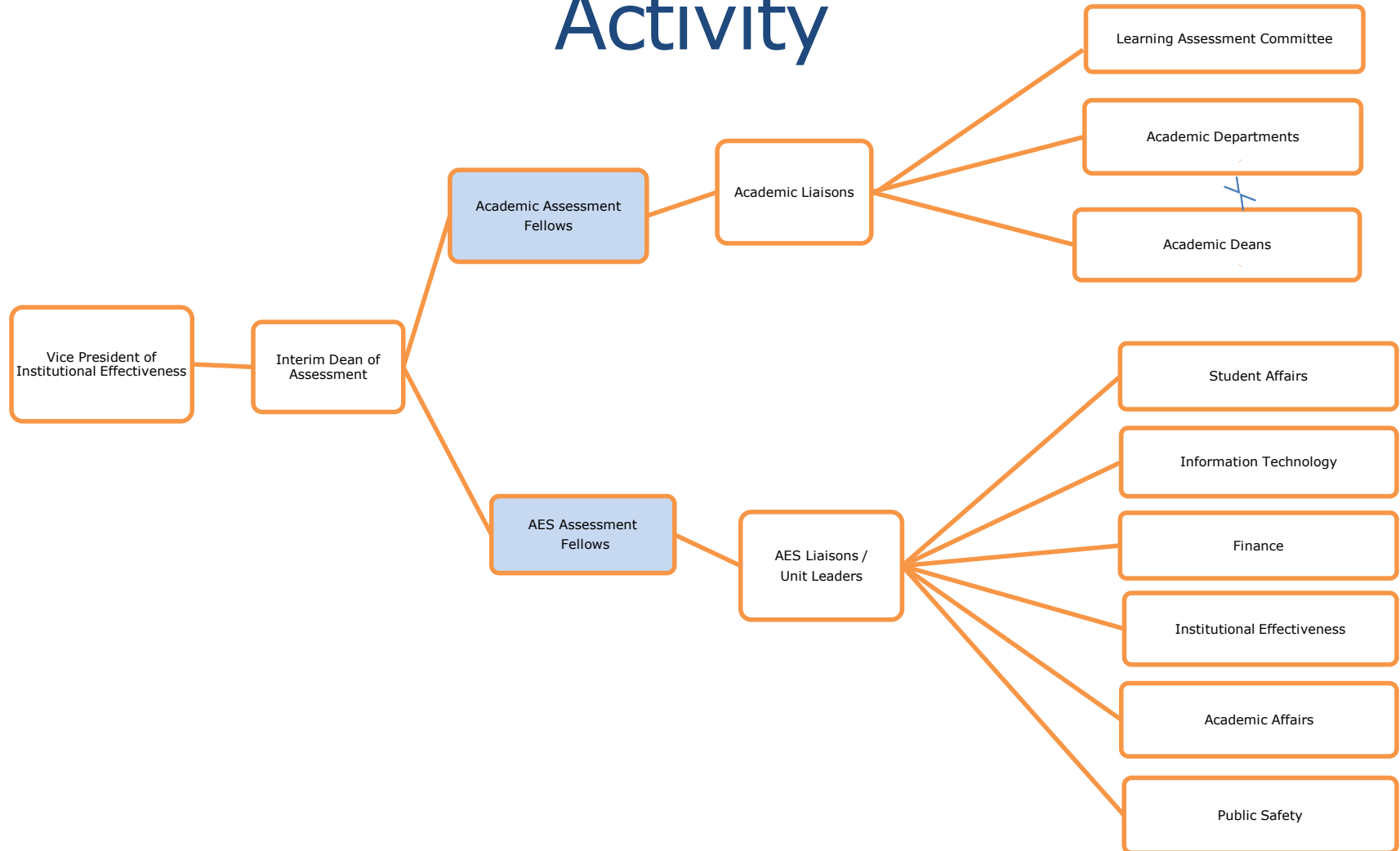
# Current Structure

- Center for Institutional Effectiveness (CIE)  
facilitates and supports
  - Institutional Research
  - Strategic Planning
  - Assessment

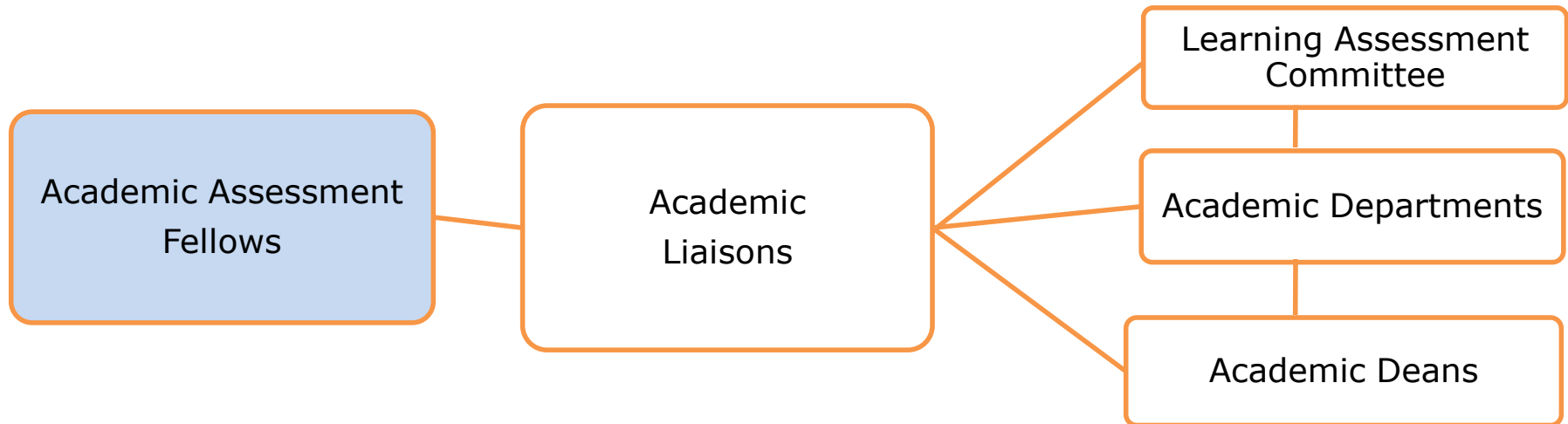
# Assessment Cycle

- ❑ Four semester cycle
- ❑ Odd/even year cycles
- ❑ Fellow ↔ Liaison

# Organizational Chart of Assessment Activity

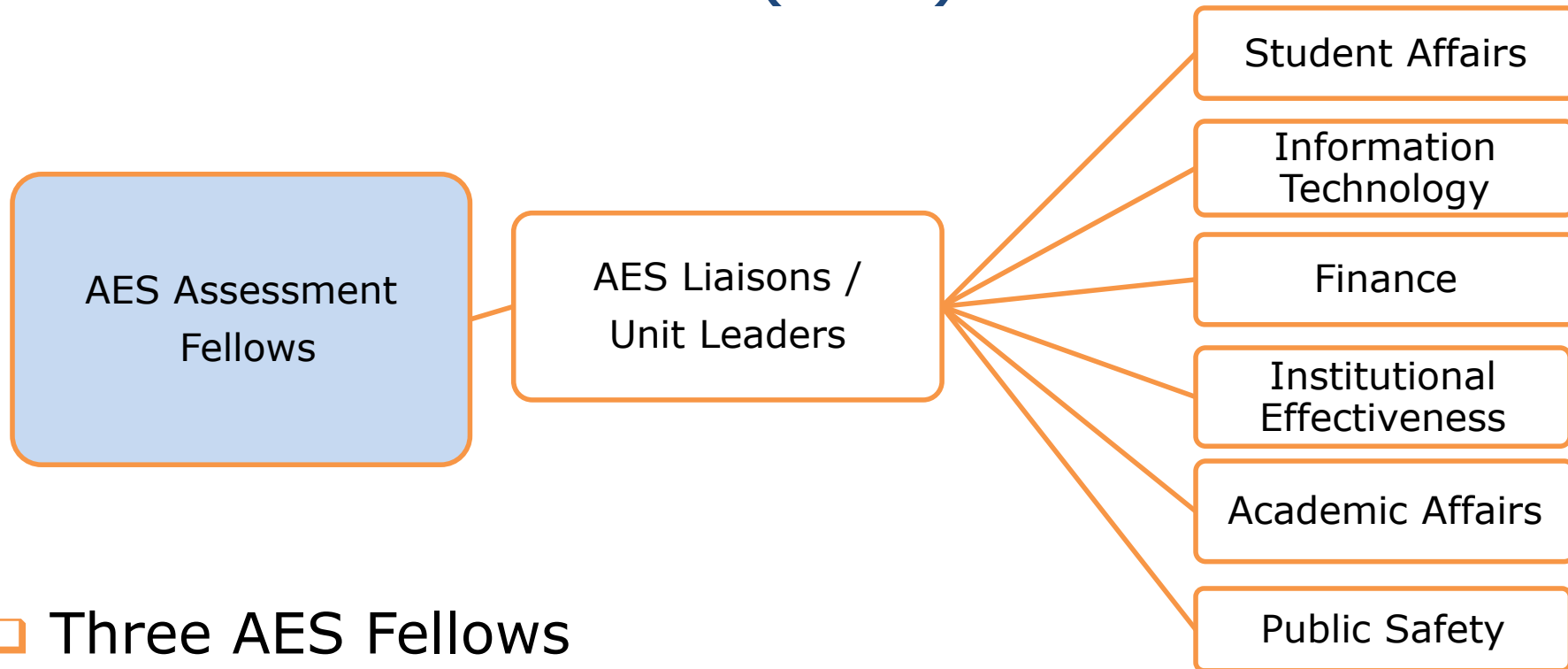


# Academic Assessment Fellow



- ❑ Four academic fellows
- ❑ Work with department assessment liaisons
- ❑ Coordinate program assessment project

# Administrative & Education Assessment Fellow (AES)



- ❑ Three AES Fellows
- ❑ Work one-on-one with unit leaders  
(Registration, Financial Aid, Continuing Education, Library, Tutoring Center, etc.)



# Role of Fellow

- ❑ Provide leadership in outcomes assessment
  - ❑ Mentor assessment liaisons
  - ❑ Communicate assessment expectations
  - ❑ Educate College community
  
- ❑ Assure transparency of the assessment process
  - ❑ Share annual meta-analysis of assessment reports
  - ❑ Post assessment documents on the CIE website

ACAD Assessment Cycle Division of Humanities							
Fall 2016							
Dean Bridglall							
ACAD Program	Department Chair	Assessment Liaison	Assessment Fellow	Current Assessment Cycle	Current Status	Next Assessment Cycle	Contact Information (date/summary)
ALP	Jiang	Freud	Fernandez	2016-2018	Semester 1	2018-2020	
ALP Speech	Jiang	Adams	Fernandez	2016-2018	Semester 1	2018-2020	
EBS	Berkowitz	Jonaitis	Fernandez	2016-2018	Semester 1	2018-2020	
Global Studies	Chu	Shurts	Ellis-Davis	2016-2018	Semester 1	2018-2020	
Latin American Studies	Chu	Shurts	Ellis-Davis	2016-2018	Semester 1	2018-2020	
Women Studies Option	Chu	Shurts	Ellis-Davis	2016-2018	Semester 1	2018-2020	
History	Chu	Shurts	Ellis-Davis	2016-2018	Semester 1	2018-2020	
World Languages	Alexs Birdsall Griffiths	Vinas	Fernandez	2016-2018	Semester 1	2018-2020	
Literature	Roliston	Gibbons	Ellis-Davis	2016-2018	Semester 1	2018-2020	
Philosophy	Dlugos	DeMarco	Fernandez	2016-2018	Semester 1	2018-2020	
Religion	Dlugos	DeMarco	Fernandez	2016-2018	Semester 1	2018-2020	
Communications	Schikler	Phelps	Ellis-Davis	2016-2018	Semester 1	2018-2020	
Broadcasting	Schikler	Phelps	Ellis-Davis	2015-2017	Semester 3	2017-2019	
Journalism	Schikler	Phelps	Ellis-Davis	2015-2017	Semester 3	2017-2019	
Cinema Studies	Schikler	Phelps	Ellis-Davis	2015-2017	Semester 3	2017-2019	
AA.LA.Gen		?		2015-2017	Semester 3	2017-2019	

# Additional Responsibilities

- ❑ Maintain college assessment handbook
- ❑ Conduct a meta-analysis of assessment reports
- ❑ Publish bi-annual newsletter
- ❑ Design and present workshops
- ❑ Serve on Learning Assessment Committee  
Faculty Senate
- ❑ Participate in professional development opportunities

# Who Wants to Be a Fellow?

- ❑ Open to all full-time faculty & staff
  
- ❑ Application
  - ❑ Interest in assessment
  - ❑ Experience
  - ❑ Two year commitment
  
- ❑ Receive reassigned time or stipend

# Why It Works

- ❑ Faculty and Staff driven
- ❑ Strong Institutional Support
- ❑ Established Foundation (CIE)
- ❑ Systematic Approach
- ❑ Dedicated Leaders
- ❑ Structured yet allows for flexibility and improvement

# Challenges

- ❑ Resistance to change
- ❑ Lack of understanding of assessment
- ❑ Fear
- ❑ Uneven department commitment to assessment
- ❑ Timing & staffing obstacles

# Conclusion

## The Fellows Program Model:

- ❑ is established, systematic and college-wide
- ❑ keeps communication channels open & provides means for everyone to be involved in assessment
- ❑ helps sustain growing culture of assessment





# Thank you!

<http://bergen.edu/about-us/institutional-effectiveness/assessment/>

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