

Administrative Response to Program Review Radiography Program February 2017

On February 10, 2017, the Radiography SAC presented their Program Review findings to an audience of PCC administrators and others with an interest in the discipline. The presentation was informative and thought provoking. It provided an opportunity for engagement with those in attendance through an informative and interactive dialogue.

This Administrative Response will: A) note particular highlights of the Radiography program and Program Review; B) provide observations and recommendations; and C) provide the administrative response to the SAC recommendations/resource requests.

Noteworthy Efforts or Achievements

- An excellent program review presentation that was engaging and demonstrated the commitment of the faculty and staff to program and student success. It was also a good demonstration of technology used in the program.
- Significant curricular changes the RAD program has undergone since the last program review to align with technological advances in the clinical environment.
- Significant and positive CIIC training revisions, strengthening partnerships with clinical sites.
- Demonstrated resilience and ingenuity in implementing an acceptable solution to HIPAA concerns expressed by clinical sites in reference to record-keeping on student progress.
- Successful graduation of over 1400 students since the start of the program, with exceptionally high retention rates.
- 100% pass rate on certification for over 13 years
- Engagement of industry partners resulting in incredible program support, including a very active advisory committee (once a month) as well as interviews of applicants and participation in student selection for admission. This also includes the direct influence of advisory board

partners on informing the curricular and structural revisions to the program reported in the review.

- Resilience and creative problem solving around the lab space, including use of alternate spaces when the redesigned space was not ready, advocacy and communication around purchasing of new equipment, and redesigning of labs to maximize instructional capacity.
- Development and dissemination of material to recruit new faculty to the program, in collaboration with Alisa Hampton.
- Collaboration with Disability Services in adapting the technical skills assessment to be more universal in its design.
- Demonstrated systematic assessment using appropriate tools; and a willingness to modify tools to improve the quality of information obtained.
- Clear example of assessment-based change related to communication as both a program and Core outcome.
- Thoughtful balancing of enrollment with employment opportunities and need.

Observations and Recommendations

We appreciate your commitment to staying abreast of advances in the field and assuring that the program's curricula reflect these advances. We would like to encourage continued review of advances and revision to program curricula, as appropriate.

One such advance that appears to need additional attention is the development of curriculum designed that addresses health disparities and best practices in applying an intercultural lens to the practice of radiography. It was noted that the SAC finds Cultural Awareness difficult to assess. Given that cultural awareness is critical in a field involving patient contact this seems like an important outcome for students who will be working in healthcare systems. There are resources available for teaching and measuring student attainment of this outcome. The review noted that this is addressed, to a degree, in the clinical rotations evaluation, and we suggest that the SAC review and discuss opportunities to use or expand on this data, and/or identify professional development to help the SAC increase its capacity to help students attain this outcome.

In the review, it was noted that a disability accommodation for students allowing for extended exam time results in students missing part of a lecture. This does not

seem like an equitable way to make this accommodation. Please work with work with the Disability Services Office to identify a different strategy that does not require students with disabilities to miss class.

Information about the CT and MRI certificates appeared to be missing from the program review and would have been appropriate to include. Please be sure that these certificates are included in the next Program Review.

The noted existence bachelor's degree programs in Radiography suggests there may be some scope for articulation agreements. If this seems like a viable option for graduates, please connect with the Dean of Academic Affairs for support in exploring such options for students.

Administrative Response to Resource Needs/Recommendations

1. Sound proofing materials for lab walls to decrease lab noise.

The DOIs acknowledge the significant disruption that sound issues can have on learning. If these needs are urgent, please work with your division dean to determine if resources are available to soundproof this space between now and the HT bond remodel tentatively planned beginning Summer 2018. Otherwise, please work with your Division Dean and the college architects to emphasize the importance of soundproofing in the newly redesigned space following the HT building remodel.

2. The ability or permission to have an increase in faculty - a one-year temporary full-time faculty for learning courses and labs – would hope to then have a sub- or replacement when faculty member retires.

Given the well-described need for succession planning and the negative impact of significant program disruption (possible closure) on the program should we fail to address this need, the DOIs are in support of this. However, we must emphasize that this would be a temporary position only (as requested). Please work with your Division Dean and DOI to explore the feasibility of temporary resources to support this need. You may also consider creating a Special Project to support onboarding. Your Dean can discuss this with you as an alternative to hiring a temporary faculty.

3. Ability to hire new director prior to current director retiring. There is a lot to know and the faculty are not knowledgeable about all the director's responsibilities.

The DOIs understand that the remaining faculty do not meet the accreditation requirement for a masters prepared program director and recognize the need and benefits of providing overlap between directors when transitions are occurring. Typically, these overlapping positions are limited and focused on onboarding of the new manager. Please work with your Division Dean and HR to explore the feasibility of this model and develop a plan, if appropriate.

4. When possible, an increase in the size of the lab's classroom to accommodate any increase in cohort numbers that may occur in the future. The current room is quite small and the location of the Mondo pad on the wall is not ideal for all students to see what images the faculty are showing.

The need for additional space is noted and has been communicated to the Bond Office as something that needs to be addressed should the HT remodel project occur. Please continue to voice this need through your faculty/staff representative in bond remodel project planning and Division Dean.

5. [In addition, in your program review presentation you mentioned a need for budget augmentation to address the \$95 per student passthrough fee.]

Please work with your Division Dean to make a proposal and request of the budget office for augmentation.

Closing

In closing, we want to again thank the Radiography faculty and staff for sharing the results of your program review with us. We enjoyed learning more about the discipline, your successes and plans for the future. We look forward to supporting your ongoing work on continuous program improvement.

Administrative Response submitted by Karen Paez, on behalf of the Deans of Instruction and Dean of Academic Affairs.

Kendra Cawley, Dean of Academic Affairs

Al McQuarters, Interim Dean of Instruction Southeast Campus
Karen Paez, Interim Dean of Instruction Sylvania Campus
Cheryl Scott, Dean of Instruction Rock Creek Campus
Kurt Simonds, Dean of Instruction Cascade Campus