

ILO Annual Report 2024-25

Executive Summary

Provide a brief review (3 to 4 paragraphs) of the year discussing highlights, challenges, and improvements. Text boxes can be expanded to fit size of written review.

The Fall 2024 activities included input into high-level meetings as requested. These were merger-focused meetings. Other Fall 2024 activities involved Dr. Schultz and Dr. Currie meeting to follow-up on the prior year's ILO review. They were the co-chairs for the ILO review and revision process in 23-24. It was recommended that an internal document "white paper" be created to express the reasoning behind the ILO statements from the Peirce perspective. This way we are ready to contribute in meetings as requested. This could also be useful for documentation surrounding ILO statements in print materials/catalogs.

Institutional Assessment Activities align to AA Goals 1d, 2a, and 3b.

- Input in high level meetings with Lackawanna College
- PLO mappings updated to Peirce ILOs (undergraduate)
- Alignment of new Lackawanna ILOs with Peirce ILOs

In the Spring 2025 semester, Peirce leadership updated the program maps aligning outcomes from PLOs to ILOs. Additionally, Dr. Currie and Schultz collaborated on reviewing the new Lackawanna ILO statements. Questions, alignment, and measurement planning thoughts were summarized for follow-up discussions and SLOA planning as the merger progresses.

PLO/PLOs: Program Learning Outcome(s)

ILO/ILOs: Institutional Learning Outcome(s)

SLOA: Student Learning Outcomes Assessment

ILOA: Institutional Learning Outcomes Assessment

2024-25 Objectives

Annual Program Objectives = areas of focus for the year under review and agreed upon by Faculty Chairs and the Provost. List and discuss the objectives for the current year (along with Peirce Strategic Plan tie-in, if any). Comment on results and any further actions planned. Alternatively, IF you have an existing plan/report you wish to attach, please reference and/or summarize the pertinent sections in the box below.

Note: good assessment practice often calls for a follow-up review during the next or subsequent year(s). For example, if a program is added or discontinued, please add the follow-up assessment/reflection in the plans for next year. This might be a review of an agreed upon teach-out plan.

Following up on the Peirce College ILO review and revision process in 2023-24, a summary of verbiage used and discussed was organized. This could be for potential use in a catalog, but the activity was mainly to ground ourselves to be ready for merger-centered discussions on outcomes. This activity ensured that the Peirce side was ready to contribute to the alignment of institutional outcomes and ready to discuss the why behind our choices and verbiage (if/when needed during the merger process). We were not involved in the Lackawanna ILO review and revision that occurred in 2024-25.

Alignment of the new Lackawanna outcomes with the Peirce outcomes was discussed by Dr. Schultz and Dr. Currie. A summary was provided to V.P. Schrammel. Some questions surrounding artificial intelligence and ethics remain. Other areas, such as communication align with near identical statements. Statement structures differ and there is concern that some Lackawanna ILO statements are not all directly measurable as stated or lack the desired structure.

2024-25 Provost Assignments

Each year, the Provost assigns areas of focus such as QM reviews or Credit Hour Equivalency reviews. Please describe what activity occurred (review accomplished), results, and plans for further assessment. Make note of the assessments, if any, in next year's plans.

Mapping of the PLOs (program learning outcomes) to the new Peirce ILOs was the main institutional activity this year. The mapping and planning of assessment activities was completed by each department. Dr. Currie and Dr. Schultz coordinated these efforts.

Annual SWOC Analysis

Based on program review data sets and on occurrences of {Fill in 20xx}, provide a brief current program SWOC analysis. Highlight improvements achieved or underway as well as areas for future focus. This section may be based on joint review of Faculty Chair and Provost.

S: There was good alignment in general between the institutional ILOs. Faculty leadership were all familiar with the mapping process and current maps were being utilized, so the PLO to ILO update process went smoothly.

W: The offset years for ILO review yielded a lag time year for Peirce. Direct SLOA of ILO were not completed during the transition period.

O: Merging two organizations is an opportunity to share various perspectives and processes surrounding SLOA.

C: The activities were delayed because Lackawanna was doing their ILO review. High level meetings were held and some Peirce input was provided. However, it was not until late Spring when ILO statements were available to begin aligning.

Objectives/Activities for 2025-26

Provide a list of your program objectives for the next fiscal year. Program objectives may include goals aligned with strategic plans, intensive Roadmap reviews, and Provost assignments.

Peirce faculty and staff will participate in applicable curricular discussions, program and policy alignment teams, and ILO assessment discussions and activities as requested. Any revised programs will need to adjust mappings. New PLO to ILO mappings will be needed based on Lackawanna ILO statements.

Comments and/or Updates

Faculty Chairs and Provost, use this space for any additional comments, updates, findings.

The approved ILOs were added to the 25-26 Peirce College Undergraduate Catalog:

PEIRCE INSTITUTION-WIDE UNDERGRADUATE LEARNING OUTCOMES

A Peirce College undergraduate will be able to:

1. Communicate clearly and effectively both orally and in writing.
2. Solve problems using critical, analytical, and quantitative skills.
3. Locate reliable and relevant sources, and effectively use that information in an ethical manner, with appropriate attribution.
4. Demonstrate proficiency with current technologies.
5. Assess multiple ethical frameworks and apply ethics in private, public, and professional contexts.
6. Recognize diverse points of view and lived experiences.
7. Demonstrate up-to-date knowledge, skills, and methods in one's discipline.

Graduate level ILOs are undergoing review as part of the merger with Lackawanna College in 2025-26.

Attachments

Please list or attach pertinent documents such as program plans, teach out plans, concept papers. If listing, please identify where on the academic share drive these documents are saved. Institutional Research can assist with the creation of pdf portfolios.

PLO-ILO mappings are filed in "T:\3 Assessment\Curriculum Maps\2024-25 PLO to ILO Mapping".

Lackawanna and Peirce ILO Alignment summary is located at "T:\3 Assessment\ILO Review 2024-25\Schultz and Currie Communications re ILOs 2025 Final Lackawanna C.pdf".

Summary of verbiage used and discussed during Peirce ILO Review 2023-24 "T:\3 Assessment\ILO Review 2024-25\Peirce ILO Explanations and Measurements".

(Currie, Nov. 2025)