STRENGTHS

1. Caliber/quality of teaching
2. Good framework for faculty professional development *
3. Have group of interested faculty
4. Have outline of strategic plan
5. Support from senior leadership
6. Access to funding for professional development
7. LMS is a strength - user friendly
8. Zoom is a strength b/c allows faculty to connect with students in various ways.
9. Three sites provide more access to classrooms - can reach more students.
10. HS & Elementary student engagement for science dept.
11. Lot of interest in academic freedom - less restrictive
12. Moving toward outcomes assessment *
13. Have access to statewide & campus team working on consistent course objectives/development
14. Restructure of Ivy Online could be strength for campus
15. Have draft of what we mean to be a good instructor - what good teachers do

WEAKNESSES

1. ECA student evaluations not accessible by all who need it *
2. Do not have a good way to measure course quality
3. Do not have a good way to measure teaching quality *
4. Pass rates in some of our classes are terrible
5. Outcome assessment [feedback loop] is just the beginning
6. Other parts of college don't appreciate need for good instruction
7. Reliance on adjunct instructors - "part-time employees"
8. Program chairs must carry heavy administrative load in addition to teaching
9. No ranking system for adjuncts
10. FT faculty receive adjunct pay for overtime (lower rate)
11. No incentive for program chairs to find good adjuncts
12. Faculty hiring process cumbersome
13. FT & Adjunct faculty significant overload
14. Initial course placement issues (e.g. Math, computer literacy) *
1. Students don't have access to technology (Internet access)
2. Online students sometimes taught by faculty in other campus service areas -- can't control F2F

OPPORTUNITIES

1. Annual evaluation of instruction
2. Formalize teaching and learning committee allows for inclusion of additional stakeholders (adjuncts, community, staff, etc.)
3. Increase buy-in from other parts of College
4. Increase Ivy Tech's reputation *
5. Tell our good story
6. Developing a language to help faculty get better
7. Teaching and learning become a regular part of College conversation
8. Increases enrollment & student success

THREATS

1. Attrition of adjuncts b/c of pay (Ivy Online, Industry)
2. Potential disconnect between campus and statewide initiatives *
3. Outreach by statewide curriculum committees in some disciplines/courses (e.g. Math 123)
4. Funding – out of professional development funds
   – open to review/discussion annually *