



## Cornell University Faculty Committee on Program Review

### SELF-STUDY FORMAT

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The self-study is the department's portrait of itself and a blueprint for its future. It should be informative to the external reviewers, who are experts in the field, but also to internal readers who may not be. Gathering the materials and reaching consensus on how to portray the department and its future should be a constructive activity for members of the department. Useful self-studies are thorough but compact and frank. The self-study should address the broad areas described below. Typically, the self-study also includes a number of appendices.

#### Department Profile

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- State the department's mission. Provide a concise overview of the critical issues and approaches that structure the discipline(s) or field(s) represented in the department. Explain how the department's structure and activities relate to these issues and approaches.
- Describe the major areas of scholarly concentration (within and across the disciplines) represented in your department. Call attention to any past conditions or events that are critical to understanding the department's present situation and future development.

#### Strategic Direction

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- Describe how you expect the field to change nationally and internationally, and how you will respond to these changes to enhance or achieve academic distinction and leadership.
- Given constant resources, what are the strategic plans to enhance the quality and stature of the department for the future?

#### Excellence in Research, Scholarship, and Creativity

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- Tabulate total sponsored research and how it has changed in magnitude and focus over the last five years. Briefly describe major research projects underway (for sponsored projects: list sources, amounts of funding, and duration of funding). How do these findings relate to or affect your strategic vision for the next five years?
- Describe any collaborative centers or programs that play a significant role in the department's scholarly endeavors
- Compare yourself to what you believe to be the top 5 programs nationally. (Data from the NRC, or another discipline-relevant ranking may be useful here.) How do you rank in comparison? What major areas are represented in those programs but not in yours, and vice-versa? What are the distinguishing features of your program?
- Describe the status of your graduate program (PhD, Masters, Professional Masters, etc.) Using data provided by the graduate school, summarize trends in graduate enrollment, years to degree, graduation rates, diversity (gender, race, and nationality), job placement of your graduates. Provide explanation for any significant changes and outline your plans to strengthen or preserve your current program.

## Faculty Excellence

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As outlined in the Strategic Plan, the university sees a need to renew the faculty ranks proactively. Describe how your department plans to keep abreast of and deal with intense competition for faculty, to reduce losses of valued faculty through enhanced retention efforts, and to increase the diversity of the faculty as a whole. Consider the following:

- Describe how you track and evaluate the faculty publications and citations thereof, research funding, honors and awards, editorships, and so forth. How does the department compare with national peers on these measures?
- Describe your effort to foster and promote intellectually rewarding collaborations among faculty within and across the department.
- What faculty retirements and new hiring can be anticipated in the next five years?
- Describe your goals for gender, racial, and ethnic diversity among the faculty, and how you monitor and assess your progress in meeting those goals.
- Describe your effort to nominate faculty for national prizes, awards, and membership in distinguished societies and how you recognize and publicize faculty who receive distinguished academic awards and honors from their peers.

## Teaching Excellence

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As described in the Strategic Plan, Cornell's strong culture in support of research and scholarship should be matched with an equally strong culture in support of outstanding teaching. The institution needs to ensure that the best scholars are in the classroom, and that programs explicitly articulate learning goals for their students so that they may be communicated to others and evaluated for continued improvement.

- Describe how teaching responsibilities are assigned. At each course-level (e.g. intro-level undergraduate, upper-division undergraduate, and graduate), what percent of courses are taught by: tenure-track faculty, tenured faculty, and other academic titles?
- Describe the learning outcomes you seek to develop for the students (undergraduate, graduate, professional, as appropriate). How are these communicated to faculty, students, and other audiences?
- Relate the learning goals of the educational program to the underlying structure of the curriculum and the rationale for requirements for majors, minors, and graduates. What program learning objectives, if any, may be met by courses outside the program's offerings? How do you ensure that courses outside of the program's offerings are effective in meeting your learning objectives for students?
- What expectations are there for assessing student learning in courses? How is this tracked?
- How has your assessment efforts resulted in programmatic changes? Specific examples are helpful.
- Describe how you support educational innovations within and beyond the classroom (e.g., service learning).
- Describe the support mechanisms you have in place to facilitate and promote the academic success and retention of students who may be struggling.

- Describe any goals—at the undergraduate and graduate level—for gender, racial, and ethnic diversity, and how you monitor and assess your progress.
- Describe the department’s approach to undergraduate and graduate advising. How do you assess the distribution and (?) effectiveness of advising?

### **Excellence in Public Engagement**

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Public engagement refers to the proactive involvement of faculty, students, and staff designed to have an impact on the world outside the university, from local to global communities.

- Describe how faculty engage with the broader public, and any efforts you have to support those activities. How do you track and recognize faculty public engagement efforts?
- Describe any efforts to help students to identify public engagement opportunities—such as service learning and internships—that serve their educational goals
- List and describe major extension and other outreach programs (i.e., interactions with off-campus audiences including corporate contacts). Include program evaluation data or other indicators of impact when available. How are outreach and extension responsibilities distributed among faculty of different ranks? What are the conclusions from the analyses and what changes, if any, to outreach and extension is the department considering in response to this analysis?

### **Appendices**

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- Previous External Review

Include a table that summarizes your last university initiated review as well as any reviews required by accrediting groups or government agencies. Describe any recommended actions, whether the action was taken, and whether any changes were considered to be successful.

- Department’s Strategic Plan, if available
- Degree programs and requirements (e.g. from Acalog)
- Department’s Annual Reviews for the last two years