In response to SACSCOC 8.2, *"The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results …"*
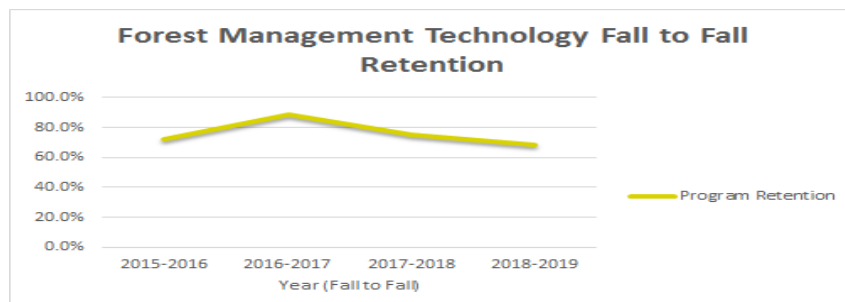
Name of Program: Forest Management Technology

Program Outcome #1: Program Retention, Fall to Fall

Baseline: 80 % (*Average of three years – 2014-15; 2015-16; 2016-17; fall-to-fall program retention*)
Standard: 81 % Fall to Fall
Target: 82 % Fall to Fall

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Continue to use Aviso to identify students who may be at risk. Continue to actively advise students for course selections and registration.	Used Aviso to identify at risk students. Students were then contacted by the advisor/ achievement coach.

Year (Fall to Fall)	Program Fall Enrollment Cohort	Program Completers	Program Returners	Program Non-Completers	Program Transfers	Program Retention
Fall 2014-Fall 2015	32	10	16	6	0	81.3%
Fall 2015-Fall 2016	39	6	22	9	2	71.8%
Fall 2016-Fall 2017	35	15	16	4	0	88.6%
Fall 2017-Fall 2018	32	11	13	8	0	75.0%
Fall 2018-Fall 2019	35	11	13	9	2	68.6%

Provide narrative for analysis of program retention data *(Based on the data, provide a narrative of your analysis of fall to fall retention. Indicate factors that may have affected your retention. State any changes you plan to address for next year that may affect retention.)*

Retention was slightly lower. It is too early to say this is a trend because of the small sample size. We will continue to implement our current plan and revisit next year.

Provide narrative for analysis of program retention standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

We are under standard and target. We will keep current standards and targets for another year.

2020-2021 Action / Strategy Items:
(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

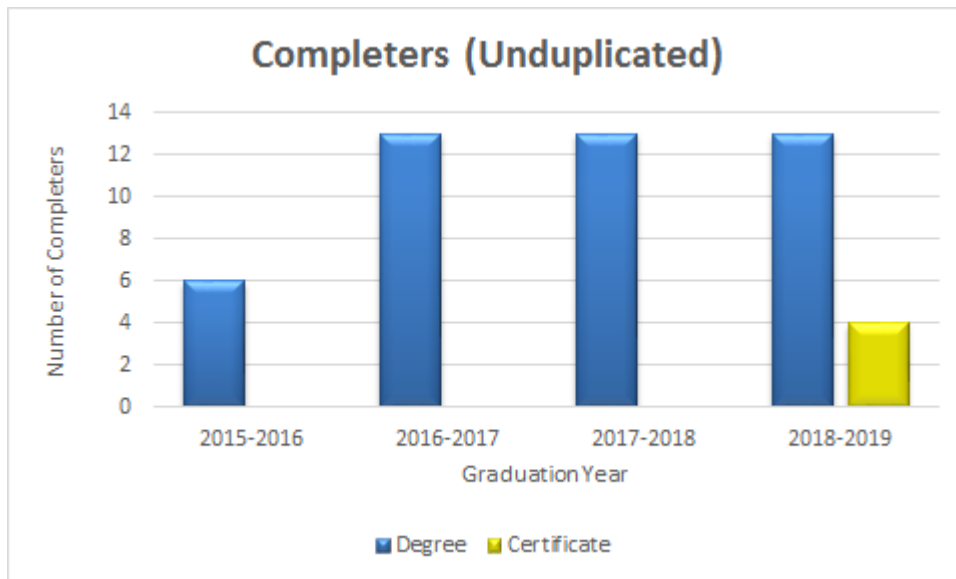| Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to use Aviso to identify students who may be at risk. Continue to actively advise students for course selections and registration.	Summer	Look at Fall to Fall numbers next year and compare new 3 year baseline with the initial baseline

Program Outcome #2: Completions (Graduation) (*unduplicated*) (Summer, Fall, Spring)

Baseline: 11 # (*Average of three years – 2015-16; 2016-17; 2017-18*)
Standard: 12 #
Target: 13 #

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Continue to identify potential graduates in certificate and AAS degree along with active advising of students.	Utilized Self Serve to identify graduates for AAS, certificates and to create pathways to graduation.

Number of Completers (*unduplicated*) – Graduation Year – Summer, Fall, Spring			
Graduation Year	**Degree**	**Certificate**	**Total**
2015-2016	6		6
2016-2017	13		13
2017-2018	13		13
2018-2019	13	4	17

Provide narrative for analysis of completion data (*Based on the data, provide a narrative of your analysis of completions. Indicate factors that may have affected your completions. How might you increase the number of completers in your program?*)
Degree completions are stable at 13 with the first certificate completions being recorded. We will focus on increasing the certificate completions.

Provide narrative for analysis of completion standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

Degree completion target was met. We will wait one more year before revising standard and target.

2020-2021 Action / Strategy Items:
(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to identify potential graduates in certificate and AAS degree along with active advising of students	Summer	Compare 2020-2021 to 2019-2020 completion numbers. Calculate difference in years.

Program Outcome #3: Job Placement / Employment

Baseline: 97 % (*Average of three years – 2015-16; 2016-17; 2017-18 employed/more education*)
Standard: 98 %
Target: 99 %

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs.	Held advisory board meetings, continued contact with industry/ employers through labs and required forestry continuing education classes, remained active in NC Forestry Association and with NC Forest Service.

Employment Demand						
Year	Graduates	# Employed (within 1 Yr)	# Seeking More Education (within 1 Yr)	% Employed & Seeking More Education (*add # employed and # seeking more education and divide by # of graduates*)	Unknown	Other/Comments
2015-16	6	6	0	100%		
2016-17	13	11	2	100%		
2017-18	13	10	2	92%	1	
2018-19	17	15	2	100%		

Provide narrative for analysis of job placement/employment data (*Based on the data, provide a narrative of your analysis of job placement / employment. Indicate factors that may have affected job placement / employment. How can your program promote higher employment of students in the field?*)

Job placement is extremely high. Excellent job markets.

Provide narrative for analysis of job placement/employment standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*)

Standard and target met. No change to standard or target.

2020-2021 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs.	Summer	Survey, Compare to prior years.

Program Outcome #4: Licensure and Certification Passing Rates (if applicable) *Not applicable.*

Baseline: N/A % (*Average of three years – identify last three licensure years*)
Standard: N/A %
Target: N/A %

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Not applicable.	

Licensure / Certification Exam – Title

NCCCS Report	Exam Year	# Tested	# Passed	% Passing	Index Score
2016	2014-15				
2017	2015-16				
2018	2016-17				
2019	2017-18				

Provide narrative for analysis of licensure / certification passing rates data (*Based on the data, provide a narrative of your analysis of licensure / certification. Are you satisfied with your program licensure rates? State any changes you plan to address for licensure/certification passing rates.*)

Not applicable.

Provide narrative for analysis of licensure / certification passing rates standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*)

Not applicable.

2020-2021 Action / Strategy Items:
(*Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.*)

Item	Action / Strategy Items (*Identify action items as a result of your program outcome assessment.*)	Target Date (*Identify your projected target date for completion of action items.*)	Assessment of Action Items (*State the method of assessment; how you plan to evaluate/assess the results of the action items.*)
1	Not applicable.		

Program Outcome #5: Third-Party Credentials (if applicable) *Not applicable.*

Baseline: N/A # (*Average of three years – 2015-16; 2016-17; 2017-18*)
Standard: N/A #
Target: N/A #

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: *(Actions / strategies identified in the 2018-19 program review.)*	Results / Use of Results: *(Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.)*
1	Not applicable.	

Third-Party Credentials

Academic Year Fall, Spring, Summer	Credentials for Program of Study	# Tested *(duplicated)*	# Passed
2015-2016			
2016-2017			
2017-2018			
2018-2019			

Provide narrative for analysis of third-party credentials data *(Based on the data, provide a narrative of your analysis of third-party credentials. Are there other industry-recognized credentials that need to be addressed for the program of study? What are other means to promote program third-party credentials.)*

Not applicable.

Provide narrative for analysis of third-party credentials standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

Not applicable.

2020-2021 Action / Strategy Items:
(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*

| 1 | Not applicable. | | |

Program Outcome #6: Other Assessment (if applicable)

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: *(Actions / strategies identified in the 2018-19 program review.)*	Results / Use of Results: *(Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.)*
1	Not applicable.	

2020-2021 Action / Strategy Items:
(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Not applicable.		