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May 18, 2023

Dr. Betty Young
President
Hocking College
3301 Hocking Parkway
Nelsonville, OH 45764-9704

Dear President Young:

Hocking College's interim report on Faculty Issues has been reviewed. The staff analysis of the report is attached.

On behalf of the Higher Learning Commission, staff received the report on Faculty Issues.

No further reports are required.

The institution's next reaffirmation of accreditation is scheduled for 2026-27.

For more information on the interim report process, contact HLC at interimreports@hlcommission.org.
Your HLC staff liaison is Jamie Stanesa.

Thank you,
Higher Learning Commission

cc: Jacqueline Hagerott, Accreditation Liaison Officer
Jamie Stanesa, HLC Staff Liaison

STAFF ANALYSIS OF INSTITUTIONAL REPORT**DATE:** 5/18/2023**STAFF LIAISON:** Jamie Stanesa**REVIEWED BY:** Lee Bash**INSTITUTION:** Hocking College, Nelsonville, OH**EXECUTIVE OFFICER:** Betty Young, President**PREVIOUS HLC ACTION AND SOURCES:**

A report on faculty evaluations.

REPORT PRESENTATION AND QUALITY: The Hocking College interim report addresses a single area of focus from its Mid Cycle Review in 2021. The Team recommended that the institution submit an interim report demonstrating completion of the following:

1. Create a formal evaluation process for evaluating faculty, both full-time and adjunct.
2. Demonstrate regular evaluation of all faculty, both full-time and adjunct, through this new process.
3. Meet with faculty and discuss the evaluation.
4. Document these evaluations in faculty personnel files.

The interim report contains a two-page narrative that is supported by five appendices that comprise 49 pages that demonstrate and confirm that the team's expectations are met. The report is thorough, well-organized, and presented in a straight-forward manner.

REPORT SUMMARY: The Hocking College interim report provides a brief narrative that relates to each of the four expectations, with supporting evidence that is contained in the five appendices, each which addresses how these expectations are met with greater detail and evidence.

The narrative begins with three background entries: Action, Core Component, and Areas of Focus.

This is followed by a Timeline entry that covers salient moments between January 26, 2022 and August 2023 that convey and help demonstrate progress and completion. Three of the five appendices are included in this section with the primary focus on process. Because it is concise and thorough, the entire Timeline is contained here.

- January 26, 2022 - Teaching and Learning Discussion among all faculty on the topic: "Aspects of Evaluate and Evidence." See Appendix A.
- February 9, 2022 - Faculty Evaluation Workgroup (hereinafter "Workgroup") including faculty, academic leaders, and deans met to develop the faculty evaluation process. See Appendix B.
- February 16, 2022 - Workgroup met to finalize template and process.

- February 23, 2022 – Teaching and Learning Discussion among all faculty on the topic: “Outline Faculty Evaluation Process.” See Appendix C.
- April 28, 2023 – Deadline to complete Faculty Evaluations for Academic Year 2022 – 2023 evaluation cycle.
- May 2023 – Meet with faculty to review the process and discuss proposed changes, if any.
- July 1, 2023 – Publish faculty evaluation procedures.
- August 2023 – the VP of Academic Affairs shares the Academic Year 2023-2024 evaluation cycle spreadsheet with Deans for implementation and completion by the last day of Spring semester 2024.

The remainder of the narrative addresses each of the requirements recommended by the Team with specific relevant details, as further supported by Appendix citations and entries for Appendix C, Appendix D and Appendix E.

REPORT ANALYSIS: The Hocking College interim report is intentionally focused upon each of the four requirements cited by the Team in its report. The institution’s responses are detailed, thorough, comprehensive, and complete. Although the institution’s plan is not finished, since some details require more time to complete, the design and objectives are quite clear and fully satisfy the expectations articulated by the Team.

ANALYSIS CONCLUDING STATEMENT: The Hocking College interim report fully addresses and satisfies the expectations articulated by the Team. Because the interim report was so thorough and well-prepared, it appears that the institution has completely reversed any concerns expressed in the Team Report. Well done!

STAFF FINDING:

Note the relevant Criterion, Core Component(s) or Assumed Practice(s) 3.C.

Statements of Analysis (check one below)

- ☒ Evidence demonstrates adequate progress in the area of focus.
- ☐ Evidence demonstrates that further organizational attention is required in the area of focus.
- ☐ Evidence demonstrates that further organizational attention and HLC follow-up are required.
- ☐ Evidence is insufficient and a HLC focused visit is warranted.

STAFF ACTION: Receive the report on Faculty Issues.

No further reports are required.

The institution’s next reaffirmation of accreditation is scheduled for 2026-27.