Interim Report Action Summary

Institution | Pacifica Graduate Institute
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ALO | Peter Rojcewicz
WSCUC Staff Liaison | Susan Opp
Review Call Date | January 13, 2023
Interim Report Panel | First Reader: Laura Palucki Blake
 | Second Reader: Elizabeth Krewson

Institutional Representatives

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Leonie Mattison</td>
<td>President/CEO</td>
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<td>Peter M. Rojcewicz</td>
<td>Provost, Vice President of Academic Affairs, ALO</td>
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<td>Larry Byer</td>
<td>Chief Financial Officer</td>
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<td>Loraine Devos-Comby</td>
<td>Director of Institutional Effectiveness and Learning</td>
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<td>Jemma Elliot</td>
<td>Counseling Psychology Program Co-chair, Core Faculty</td>
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Topics to be Covered as Required by Commission in Letter Dated March 3, 2021

1. Formalize and implement a multi-year board development and continuous improvement plan. This will include best practices in board size and composition, annual board evaluation, and regular audit of policies and practices to align with higher education standards and the board’s oversight and fiduciary roles. (CFRs 1.5 and 3.9)
2. Engage stakeholders to formalize a strategic plan that is embedded in the mission and derived from evidence-based decision-making, with clear objectives and metrics, alignment to the budget, and implementation action plans. (CFR 4.6)
3. Examine faculty workload, equitable compensation, class size, and academic support structures using external benchmarking, and provide the resources necessary to address found discrepancies. (CFRs 3.1, 3.2, 3.3, and 3.10)
4. Specifically and intentionally begin to build the technology and support services infrastructure necessary to support the expansion of hybrid programs and the development of fully online programs, addressing: faculty recruitment, training and support; online pedagogy; quality control measures; and ongoing assessment. (CFRs 2.1, 3.3, and 3.5)
5. Create and implement a facilities master plan that promotes long-term sustainability including determining the necessity of the Lambert campus considering strategic priorities. (CFR 3.4)
6. Create and implement a diversity, equity and inclusion action plan, as an integral part of the institution’s comprehensive strategic plan, that guides: inclusion of diversity and equity curricula in all programs; recruitment of diverse students, including those from international settings; recruitment and promotion of diverse faculty and senior level management; and support for formal and informal groups for underrepresented and international groups. (CFRs 1.4, 1.6, 2.10, and 3.1)

Findings of the Interim Report Committee

Commendations

1. Progress on strategic planning
2. Progress and improvements on DEI across the institution

Recommendations

1. For future WSCUC reviews, provide evidence to support narratives that indicate actions taken and/or planned. (CFRs 1.8, 4.3)
2. Formalize and implement a long-term board development plan that includes succession planning and ensure it is accurately reflected in all board materials and documentation. (CFR 3.9)

3. Continue to urgently make progress on unresolved faculty concerns, including development and implementation of new structures and bylaws for faculty representation, shared governance, and faculty workload. (CFRs 2.1, 3.1, 3.2, and 3.3)

4. Formally assess institutional readiness for the continued development of online and hybrid programs and make the necessary enhancements to improve institutional knowledge of online pedagogy in order to meet needs of students and to ensure compliance with WSCUC substantive change requirements. (CFRs 2.2, 2.3, 2.5, and 3.3)

**Recommended Actions:**

- Receive the Report; and
- Schedule a Special Visit in <term/year> to address concerns outlined in the Recommendations section
- Schedule an Interim Report due on ____ to address topics outlined in the Recommendations section
- Schedule a Progress Report due on ____ to address topics outlined in the Recommendations section
- Proceed to next scheduled interaction with WSCUC (see below)
  (the institution is expected to address any Recommendations in the next scheduled interaction)

**Next Scheduled Interaction with WSCUC:**

- Comprehensive Review: Offsite Review in spring 2024 and Accreditation Visit in fall 2024

**Commission Approval and Date:**

- Approved on 1-26-2023
- Not Approved on and referred back to Committee on ____

**WSCUC Liaison Signature:**

Date: 01/17/2023

Note: The effective date of this action is the date of approval by the executive committee on behalf of the Commission 04/2020