

Interview Process:

- Conducted interviews with 2019-2020 CPR Programs
- Nine out of ten programs responded
- The responses were analyzed for themes

Interview Themes:

➤ Reflection

“It was helpful to look back at the last six years and reflect about what has changed in my program and what has been accomplished.”

➤ Strategic Planning/Visioning

“I appreciate the opportunity to anticipate the next couple of years.”

“There was a clear connection looking back at the last APP’s so as to shape a long term vision for the next six years.”

Interview Themes:

➤ Support in the Process (Clarity and Timing)

“The comments received were helpful in a very specific way and validated us in what to highlight.”

“The support was offered in an open-ended format. ‘If you need us we are available.’ It would have worked better to not have as many options and just tell me when to be there.”

“I didn’t feel like I knew what I was doing, so it didn’t feel meaningful in the moment.”

“It seemed like the timing of the trainings didn’t match where I was in the process.”

Interview Themes:

➤ Feedback to those Undergoing CPR

“Both CPR and APP processes don’t have strong feedback, which makes it harder to understand the value in completing them.”

“We need more feedback! Once the CPR is submitted there is no helpful feedback. It would be great to be able to converse with someone to get feedback...more than just SPARC committee member questions.”

“It feels like too many hours of work for no feedback. In previous CPR cycles, the faculty would receive written feedback from senior administration.”

“Without feedback, this feels like just another box to check!”

Interview Themes:

➤ **Transparency/Budget/Resource Allocation**

“What do administrators do with all of this information? How does it impact decisions? Budgets?”

“We need to ask ourselves what is the absolute minimum the institution needs to know to make decisions? Then, we can reduce some of the layers that feel repetitive and meaningless.”

“Budgeting processes need to be more transparent and responsive.”

“The slide deck use to make the case for resources needed, and administration would ask questions in real-time, which felt better. Now we never hear back about budget, never see budget requests or that process.”

Interview Themes:

➤ Presentation/Format

“There is no consistency in presentation format expectations.”

“The oral presentations feel threatening for the less technologically savvy programs.”

“The presentations seem to have moved away from critical conversations to fluff conversations.”

“The presentations were not equitable, and left me feeling disrespected and frustrated.”

“Eliminate the presentation as it is stressful and seems useless.”

Interview Themes:

➤ SPOL

“It causes tears and is not user-friendly.”

“We don’t use it often enough to make it easier to navigate.”

“It actually made the process even more stressful for me.”

“It is so time consuming and frustrating.”

“Had a glitch in uploading information.”

“Sometimes I choose to just not ask for resources to not have to deal with SPOL objectives.”