

## **MEMORADUM**

To: Faculty Senate

From: Lakshmi N. Reddi, Interim Provost and Chief Academic Officer

Date: August 22, 2025

RE: Program Sustainability Reviews

This memo conveys the UPAC document on program sustainability reviews and emphasizes the need for timely follow-up on these reviews.

I commend my predecessor, Provost Alan Shoho, and the UPAC for developing the attached document. They have taken a comprehensive view of our program sustainability, and identified criteria that all programs should meet. I am especially pleased to see that the programs at the risk of not being able to meet the sustainability criteria will be given a period of time to implement program-specific recruitment and/or retention initiatives. This provision is critical, as it allows both the programs and the administration to allocate necessary resources and strengthen long-term sustainability.

It is important that the programs are reviewed on an annually beginning this Fall semester. These sustainability reviews could be incorporated within the program assessment reviews in our Office of Institutional Effectiveness (OIE), led by Assoc. Provost, Dr. Cecilia Hernandez. OIE already conducts reviews of all of the programs to meet HLC accreditation criteria, and the same context could be used, without needing any additional infrastructure or committee time, to conduct sustainability reviews. Additionally, OIE can support programs by facilitating the exchange of best practices in recruitment, retention, and marketing from programs that excel in these areas.