

We take favorable note of the fact that the MBA coordinator works with Admissions and the Program Assessment Committee of the MBA faculty to develop systematic assessment of the graduate program. In fact, the Assessment Committee is preparing a proposal that will be integrated into the College's overall student and program assessment system to be completed in April, 1999. We also understand that, as a result of a recommendation from the evaluation team, the College has reviewed its curriculum in the MBA program in order to revise, delete or expand courses. Through the institution's interim report we look forward to learning about continued review of the MBA curriculum to assure that the curricula provide students with "a mastery of a complex field of study or professional area" and that program objectives reflect a high level of complexity, specialization, and generalization" (*Programs and Instruction*, 4.20).

The library offers off-campus services to graduate and professional studies students and faculty by way of remote access to materials. Since 1997 resources such as ProQuest Direct online database have been accessible on all FPC campuses; in addition, hard text copies of any materials available at the main campus library site are available to students on any GPS campus on a "next day" delivery basis. Since the most recent evaluation visit the College has reviewed the system of making library resources available to GPS students via electronic and traditional "hard copy" means at the Lebanon site. Through the interim report the Commission wishes to learn of additional steps the College has taken to assure that it provides "sufficient resources to sustain and improve programs and instruction" at its off-campus sites in Graduate and Professional Studies (*Programs and Instruction*, 4.2; 4.21).

Growth and expansion of course offerings on- and off-campus, such as in the MBA program, clearly characterizes much of the energy of the College over the last three to four years. Such energetic developments challenge an institution to develop means to evaluate teaching effectiveness in order to assure that faculty contributes to the accomplishment of the institution's mission and purposes. We take note that the document, "Faculty Scholarship Expectations," August, 1998, is included in the most recent Graduate Faculty Handbook, dated October 1998. We wish to learn, however, of steps the College has taken to develop a means to assess faculty teaching that could be applied on a college-wide basis. Through the institution's interim report we wish to become apprised of steps the institution has taken to assure that the institution clearly defines the criteria for evaluation and promotion of faculty (*Faculty*, 5.10) and that:

the institution employs effective procedures for the regular evaluation of faculty appointments, performance, and retention. The evaluative criteria reflect the mission and purposes of the institution and the importance it attaches to the various responsibilities of faculty members, e.g., teaching, scholarship, creative activities, research, and professional and community service. The institution has equitable and broad-based procedures for such evaluation, in which its expectations are stated clearly and weighted appropriately for use in the evaluative process (5.11).

Finally, the Commission wishes to recognize progress the College has made in achieving fiscal stability. A recent creative restructuring of the debt provided the College with an opportunity to redirect some of its financial resources in support of continued achievement of its educational objectives for the foreseeable future. Progress toward greater financial stability over the last few years is evident through growth in the unrestricted operating margin, improvement in the actual debt service ratio, increase in the debt coverage ratio, and improvement in cash and cash equivalents. Notwithstanding these improvements, the Commission wishes to continue to monitor the College's fiscal health with particular focus on the endowment-to-debt ratio, unrestricted available funds, and tuition discounting. Achievement of fiscal health is a matter directly related to our standard on *Financial Resources* (9.1).