

**Data Informed Decisions 2021-2022**  
**Program Assessment and Reform**  
**Department of Biology**

Both the 2021 and 2022 assessment results were presented to and discussed with the Biology Faculty at the annual department retreats. The following conclusions and action plans were agreed upon for implementation.

In 2021, the department proposed to hire one lecturer to teach the introductory biology lecture series, BIOL 1610 and 1620. Previously, a total of four instructors taught the two-semester course. Students have been requesting more instructor consistency in these courses for years. More consistent instruction could positively affect student progress on learning objectives.

In 2022, the department had a large number of retirements and hires. We highlighted the need to provide many opportunities for students to interpret results and draw conclusions based directly on results across the curriculum, as this skill involves higher level thinking and students historically struggle with this in early courses.