

Gen Ed Results Report 2023-2024

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
1. Critical Thinking and Effective Communication	1.a. Evaluate information for the purposes of making informed decisions {Problem Solving VALUE Rubric}	Program - Culinary Arts (including Minors: Culinary Arts, Culinary Mgt, Nutrition, and Pastry Arts; also includes students in the Bus. Admin - Culinary Arts concentration) - BS, BAS {2016-2017}	1.1 (SLO, GEO 1.a.)	Students will identify potentially hazardous foods.	60% of CA 300 students will score at least a 3 or higher on the 0-4 scale used in the AAC&U Problem Solving VALUE Rubric in identifying potentially hazardous foods.	This assessment was not performed this academic year. We are revamping all assessment initiatives moving forward.	Inconclusive
		Program - Professional Studies - BPS {2018-2019}	2.1 (GEO 1.a. & 1.b.)	Students will be able to plan a final project that synthesizes key elements of two focused study areas, the professional studies core, and the general education requirements.	75% of students will score at least 3 on the 1 - 4 scale used on the AAC&U Oral Communication VALUE Rubric.	Fall 2023 – 2 students assessed – 1 met target Spring 2024 – 3 students assessed – 3 met target Of the 5 total students assessed, 4 (80%) met the target. The average student score was a 3.36	Target Met
			2.1 (GEO 1.a. & 1.b.)	Students will be able to plan a final project that synthesizes key elements of two focused study areas, the professional studies core, and the general education requirements.	75% of students will score at least 3 on the 1 - 4 scales used on the AAC&U Integrative Learning VALUE Rubric.	Fall 2023 – 4 students assessed – 1 met target Spring 2024 – 3 students assessed – 3 met target Of the 7total students assessed, 4 (57.1%) met the target. The average student score was a 3.0.	Target Not Met
		Program - Psychology (including Minor) - BA, BS {2016-2017}	1.1 (SLO, GEO 1.a)	Psychology students will demonstrate effective use of critical-thought skills on a written assignment.	The average score of students will be at least a 2.0 on the 0-4 scale used in the AAC&U Critical Thinking VALUE Rubric.	Third year of data collection for target. Assessment conducted in Spring 2024. A random sample of final papers in PSY 290 were used for the assessment. Average score on the rubric was 2.4. Scores were again higher this year (2022-2023 M = 1.7; 2021-2022 M = 1.34). Scores ranged from 1.5 (student's position) to 3.63 (explanation of issues).	Target Met
	1.b. Analyze the arguments and points of	Program - Elementary Education - BS	1.1 (SLO & GEO 1.b.)	Candidates will be able to demonstrate the use of research and evidence to develop an	Candidates will be able to demonstrate the use of research and evidence to	ED 335 and Internship Results (TIAI Indicators 1,7, 8)	Target Met

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	view of others {Critical Thinking VALUE Rubric}	{2016-2017}	1.1 (SLO & GEO 1.b.)	understanding of the teaching profession and use both to measure their P-12 students' progress and their own professional practice (Critical Thinking/Research).	develop an understanding of the teaching profession and use both to measure their students' progress and their own professional practice by successfully teaching K-6 students through scoring on average a 2 (acceptable) or above on items 1, 7 and 8 of the TIAI (Research and Evidence).	ED 335 and Internship Results (TIAI Indicators 1,7, 8) <div># of students in section</div> <div>Indicator 1</div> <div>Indicator 7</div> <div>Indicator 8</div> <div>FA23-ED 335</div> <div>10</div> <div>2.60</div> <div>2.10</div> <div>2.20</div> <div>SP24-ED 335</div> <div>17</div> <div>2.76</div> <div>2.53</div> <div>2.47</div> <div>FA23-Intern (Phase 1)</div> <div>9</div> <div>2.69</div> <div>2.58</div> <div>2.67</div> <div>FA23-Intern (Phase 2)</div> <div>9</div> <div>2.66</div> <div>2.58</div> <div>2.67</div> <div>SP24-Intern (Phase 1)</div> <div>16</div> <div>2.69</div> <div>2.63</div> <div>2.4</div> <div>SP24-Intern (Phase 2)</div> <div>16</div> <div>2.74</div> <div>2.25</div> <div>2.50</div> <div>77</div> <div>2.69</div> <div>2.45</div> <div>2.49</div> <div>Totals:</div> <div>Indicator 1</div> <div>2.69</div> <div>Indicator 7</div> <div>2.45</div> <div>Indicator 8</div> <div>2.49</div>	Target Met
		Program - Fine Arts (including Graphic Design and Studio Art Minors) - BFA {2016-2017}	3.1 (SLO & GEO 1.b.)	Students will effectively display the combination and synthesis of ideas via the creation of a body of art and through the completion of a written assignment in ART 300 Seminar: Process to Synthesis course.	The average score of ART 300 students' written papers will be at least a "2" on the 0-4 scale evaluated with the AAC&U Creative Thinking VALUE Rubric.	The overall average for all scores was a 2.75, over our target of a 2/4. The average for each question was also over the target goal of 2/4. Seven students out of eight met the target of an average score of 2 or higher on the 0-4 scale of the AAC&U Creative Thinking VALUE Rubric. The student with the highest average score was Student "B" with an average of 3.8. The lowest student average was 1.75 by student "H". The questions/scores that averaged the highest were the scores 1 and 2 where we	Target Met

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		Program - Fine Arts (including Graphic Design and Studio Art Minors) - BFA {2016-2017}	3.1 (SLO & GEO 1.b.)	Students will effectively display the combination and synthesis of ideas via the creation of a body of art and through the completion of a written assignment in ART 300 Seminar: Process to Synthesis course.	The average score of ART 300 students' written papers will be at least a "2" on the 0-4 scale evaluated with the AAC&U Creative Thinking VALUE Rubric.	<p>recorded an average score of 3.0. Score 1 is "Acquiring Competencies" and score 2 is "Taking Risks".</p> <p>The question/score that averaged the lowest was score #5 (Innovative Thinking) which averaged score of 2.3.</p>	Target Met
		Program - History (including Minor and Secondary Education Certification in History and Social Studies) - BA {2016-2017}	2.1 (GEO 1.b.)	Interpret and evaluate primary sources carefully and use them to make a historical argument.	The overall average score for HIS 211 students completing the Performance Task Assessment will be no lower than a 3.0 on the AAC&U Critical Thinking VALUE Rubric.	<p>In Spring 2024, HIS 211 had 7 students enrolled. Three averaged a score of 3.0 or higher on the Critical Thinking VALUE rubric for the "primary source analysis essay". The assignment required students to read and analyze a primary source for form and substance based on a series of analytical questions. All students completed the assignment, and did well in general. The only category that did not meet target was context and assumption, which is something that students generally struggle with.</p> <p>S1: 2.8 S2: 2.6 S3: 2.8 S4: 3.8 S5: 3.4 S6: 2.4 S7: 3.4</p>	Target Not Met
		Program - Human Geography - Minor {2019-2020}	1.1 (GEO 1.b.)	Interpret and evaluate sources and/or evidence carefully and use them to make an argument.	The overall average score for students in an upper-level GEO course completing the discussion board assignment in GEO 318 or GEO 314 will be no lower than a 3.0 on the AAC&U Critical Thinking VALUE Rubric.	<p>2023-2024 = Low-Enrolled Year 3</p> <p>Low-Enrolled Year 3: Neither GEO 318 nor GEO 314 were taught during the 2021-2022 school year, so no students were assessed on this outcome. However, Year 3 is the analysis year, so results</p>	Target Not Met

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		Program - Human Geography - Minor {2019-2020}	1.1 (GEO 1.b.)	Interpret and evaluate sources and/or evidence carefully and use them to make an argument.	The overall average score for students in an upper-level GEO course completing the discussion board assignment in GEO 318 or GEO 314 will be no lower than a 3.0 on the AAC&U Critical Thinking VALUE Rubric.	<p>from the previous three years will be analyzed. Of these two courses, only GEO 318 was offered once during the 3-year reporting period, which was taught during Fall 2022 (Year 2). Results from this course are analyzed below.</p> <p>GEO 318 students did not meet this target. I do believe that two of the four students assessed were capable of scoring better, but one student submitted this assignment during a period when she did not spend enough time on coursework and had turned in several assignments that were not completed to the best of her ability. The other student had a very strong opinion on this issue that prevented her from acknowledging other points of view and questioning assumptions. She had also completed an assignment on the same topic in another of my classes in a previous semester, so did not do a thorough collection of evidence for this course.</p>	Target Not Met
		Program - Legal Studies (including Minor) - BA, BS {2016-2017}	1.1 (SLO, GEO 1.b.)	To demonstrate the ability to apply legal concepts, theories and analytical methods (critical thinking).	The average student score on the capstone application project will be at least a “3” on the 0-4 scale used in the AAC&U Critical Thinking VALUE rubric.	Five (5) students were enrolled in PLG 440 Practical Legal Lab in 2023-24 (one student in Fall 2023, and four students in Spring 2024). Using the AAC&U Critical Thinking VALUE rubric, three (3) students scored a 4, and two (2) students scored a 3. Therefore, 100% of students in PLG 440 for 2023-24 scored	Target Met

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		Program - Legal Studies (including Minor) - BA, BS {2016-2017}	1.1 (SLO, GEO 1.b.)	To demonstrate the ability to apply legal concepts, theories and analytical methods (critical thinking).	The average student score on the capstone application project will be at least a “3” on the 0-4 scale used in the AAC&U Critical Thinking VALUE rubric.	3 or better, and the average student score on the rubric was 3.6.	Target Met
		Program - Philosophy (including Applied and Professional Ethics Certificate) - Minor {2016-2017}	1.1 (SLO & GEO 1.b.)	Students will be able to critically analyze the arguments and claims of themselves and others.	The average score of students in a philosophy course will be a ‘3’ on the 0-4 scale used in the AAC&U Critical Thinking Value Rubric on the argument identification and/or argument evaluation assignment.	The average score of students assessed for the 2023-2024 academic year was 3.5. This is above the Achievement Target of 3, and above last years average of 3.24. Of 43 student submissions assessed, 37 (86%) met the target. This is also an improvement over last years 77%. These metrics suggest that students in philosophy classes are gaining skills relevant to critical thinking and argument analysis.	Target Met
		Program - Physical Sciences (including Secondary Education Certification) - BS {2016-2017}	2.1 (GEO 1.b.)	Students will successfully analyze and test standard experimental methods and suggest improvements.	PS 313 students evaluated in the program will average a score of at least a “3” on the 0-4 scale used in the AAC&U Critical Thinking Value Rubric in evaluating an existing experimental procedure.	Low enrollment program. 1st year. Data will be entered in year 3.	Inconclusive
			2.2 (GEO 1.b.)	Students will successfully select techniques, apparatus and materials in the designing of experiments.	PS 313 students will average a score of at least a “3” on the 0 - 4 scale used in the AAC&U Critical Thinking Value Rubric in designing an experimental procedure in BSB 304 Research Methods.	Low enrollment program. 1st year. Data will be entered in year 3.	Inconclusive
			4.1 (GEO 1.b.)	Students will demonstrate various management techniques for the classroom.	PS 313 students evaluated in the program will evaluate a webinar in relevance to classroom management and average a score of at least a “3” on the 0 – 4 used in the AAC&U Critical Thinking Value Rubric in an evaluation	Low enrollment program. 1st year. Data will be entered in year 3.	Inconclusive

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			4.1 (GEO 1.b.)	Students will demonstrate various management techniques for the classroom.	of the webinar.	Low enrollment program. 1st year. Data will be entered in year 3.	Inconclusive
		Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	1.1 (GEO 1.b/SLO1)	Students will demonstrate the ability to think critically as they explain issues, use evidence, understand influence and context of assumptions, position, and conclusions in analyzing sources and making arguments.	The overall average score for students in an upper-level POL course completing the analytical assignment will be no lower than a 3.0 on the AAC&U Critical Thinking VALUE Rubric.	Six students completed the major assignment--Policy Proposal--for POL 250 World Politics in the fall of 2023. Four of the six students scored above a 3.0 on the AAC&U Critical Thinking Communication VALUE Rubric, and the class average was a 3.3, above the target. Students clearly benefited from feedback on earlier outlines of the paper and from the clear structure of the prompts and assignment scenario created by the instructor.	Target Met
		Program - Pre-Law - Minor {2019-2020}	1.1 (GEO 1.b.)	Students will demonstrate the ability to analyze the arguments and points of view of others.	The overall average score of students completing the analytical assignment required in one of the Logic & Moral Reasoning courses in the minor curriculum (PHL 204 Ethics and PHL 205 Logic) will be no lower than a 3.0 on the AAC&U Critical Thinking VALUE Rubric.	While there are two new students in the program, it is still the case that none took PHL 204 or 205 in Summer 2023, Fall 2023, or Spring 2024, preventing assessment.	Inconclusive
		Program - Professional Studies - BPS {2018-2019}	2.1 (GEO 1.a. & 1.b.)	Students will be able to plan a final project that synthesizes key elements of two focused study areas, the professional studies core, and the general education requirements.	75% of students will score at least 3 on the 1 - 4 scale used on the AAC&U Oral Communication VALUE Rubric.	Fall 2023 – 2 students assessed – 1 met target Spring 2024 – 3 students assessed – 3 met target Of the 5 total students assessed, 4 (80%) met the target. The average student score was a 3.36	Target Met
			2.1 (GEO 1.a. & 1.b.)	Students will be able to plan a final project that synthesizes key elements of two focused study areas, the professional studies core, and the general education requirements.	75% of students will score at least 3 on the 1 - 4 scales used on the AAC&U Integrative Learning VALUE Rubric.	Fall 2023 – 4 students assessed – 1 met target Spring 2024 – 3 students assessed – 3 met target Of the 7total students assessed, 4 (57.1%) met the	Target Not Met

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			2.1 (GEO 1.a. & 1.b.)	Students will be able to plan a final project that synthesizes key elements of two focused study areas, the professional studies core, and the general education requirements.	75% of students will score at least 3 on the 1 - 4 scales used on the AAC&U Integrative Learning VALUE Rubric.	target. The average student score was a 3.0.	Target Not Met
		Program - Women's Gender, and Sexuality Studies (including Minor) - BA {2016-2017}	1.1 (SLO, GEO 1.b. & 2.c.)	The students will be able to analyze, in written form, issues dealing with the global, historical, political, psychological, sociological, biological, and/or religious aspects of women's lives.	Students will score an average of at least 2 (lower milestone level) or higher using the AC&U Value rubric on Critical Thinking	[Low-Enrolled Year 1 2023-2024-2023. Because of low-enrollment, this program will analyze results every three years.] Two essays were collected from WS 200 and the Critical Thinking Rubric was applied. The range of the responses was: 2.8-3.4 The median of the responses was as follows: 3.1 and 3.2 According to the target, the results indicate that, on average, 2 students meet the target. [less] # Students Assessed: 2 # Students Met Target: 2	Inconclusive
			1.1 (SLO, GEO 1.b. & 2.c.)	The students will be able to analyze, in written form, issues dealing with the global, historical, political, psychological, sociological, biological, and/or religious aspects of women's lives.	Students will score an average of at least a 2 or higher on the AAC&U Value Rubric on Intercultural Knowledge and Competence.	Two essays were collected and assessed. The range of responses was from 2.833 and 3.33 The mean of the responses was 3.1 and 3.1	Inconclusive
	1.c. Present information, arguments, and ideas in oral, written and visual forms for their contexts {Written/Oral Communication VALUE Rubric}	Program - Art History - Minor {2019-2020}	4.1 (GEO 1.c.)	Students enrolled in 300-level art history courses, critical thinking and writing skills will be assessed using the long essay on their final exam.	The average score of art history minors in ART 313 will be 2.5 in the 1-4 point scale used by the course rubric.	No students in the minor were enrolled in a 300 level art history course this past year.	Inconclusive
		Program - Business	4.1 (GEO 1.c.)	Students will be able to give an oral	60% of students will earn a	46 students within the	Target Not

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		Administration (including Minors and Certificates) - BBA, BAS {2016-2017}	4.1 (GEO 1.c.)	presentation of relevant discipline-specific targets.	"3" or above rating utilizing the AAC&U Oral Communication Value Rubric on a presentation completed during their program.	departments of business were evaluated. 58.7% of students earned a total score of 18 or above; therefore, the target was not met. Details for specific majors is included in the attached document.	Met
		Program - Communication (including Minor) - BA, BS {2016-2017}	1.1 (SLO & GEO 1.c.)	Students will demonstrate clear, correct, goal-directed writing skills.	The average score of assessed student writing samples from sophomore-level courses will be at least 2 on the 4-point Written Communication rubric.	Coordinator did not enter.	Inconclusive
			1.1 (SLO & GEO 1.c.)	Students will demonstrate clear, correct, goal-directed writing skills.	The average score of assessed student writing samples from upper-level courses will be at least 3 on the 4-point Written Communication rubric.	Coordinator did not enter.	Inconclusive
		Program - Early Childhood Development - BS {2019-2020}	3.1 (GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and disciplinary conventions, source and evidence use, and control of syntax and mechanics.	The average score for students enrolled in ED 404 who are completing the Capstone project will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	The new CPDC Director/ECD Faculty member will be leading early childhood recruitment and program development efforts. The new Center for Education Support will be engaged with the Education Department in efforts to increase ECD enrollment.	Target Met
		Program - English (including Minor and Secondary Education Certification, Minor in Creative Writing, and TESL Certification) - BA {2016-2017}	1.1 (GEO 1.c.)	Students will analyze language through close reading of texts.	In a sample group of essays (8-12 students from an assignment in EN 303, 304, or 360) students will score an average of at least 2 or higher on the AAC&U Written Communication VALUE Rubric.	Using our official target of 2.0, we see that 10 out of 11 students met the target, so our goal is no met. Only one student scored lower than 2.0 and that student scored 1.9. These are good results, but not quite as high as we have aimed. However, we intended to change our target from 2.0 to 2.5 but didn't get the plan changed. If we had done that, then 7 out of 11 would have met the new target and our goal would also not have been	Target Not Met

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		Program - English (including Minor and Secondary Education Certification, Minor in Creative Writing, and TESL Certification) - BA {2016-2017}	1.1 (GEO 1.c.)	Students will analyze language through close reading of texts.	In a sample group of essays (8-12 students from an assignment in EN 303, 304, or 360) students will score an average of at least 2 or higher on the AAC&U Written Communication VALUE Rubric.	met. 2 students scored 2.4, one scored 2.1, and one scored 1.9.	Target Not Met
			1.1 (GEO 1.c.)	Students will analyze language through close reading of texts.	In a sample group of essays (at least 8-12 students from EN 499: English Capstone course), students will score an average of at least 2 or higher on the AAC&U Written Communication VALUE Rubric.	12 out of 12 Capstone students assessed earned a 2 or higher on this rubric, meeting our original goal. We had intended to raise the goal from 2.0 to 2.5, however. With that new target, three students would score just under the goal. Three scored 2.4, one scored 2.6, one scored 2.8, and five scored between 3.2 and 3.8, and two scored a perfect 4.0. It may be worth discussing whether 2.5 is an appropriate target.	Target Met
			2.1 (GEO 1.c.)	Students will write an essay which has a thesis and develops an argument using documentation of sources.	EN 102 sample group of at least 20 papers (from at least four sections taught by at least four different faculty members) will score an average of at least 1.5 or higher on the AAU&C Written Communication rubric.	24 out of 24 students assessed met our official target of earning a 1.5 on the Written Communication Value Rubric. However, we had intended to revise that target to 2.0. With the revised target, one student would not have met the goal, scoring a 1.7.	Target Met
		Program - Family Science (including CAST Certificate) - BS {2016-2017}	1.1 (SLO, GEO 1.c.)	Students will demonstrate effective written communication skills.	(Baccalaureate level) The average score of FSC 465 students will be at least 3.2 (a grade of B, as measured by the rubric) on a key stakeholder writing assignment.	The average score of FSC 465 students on a key stakeholder assignment was 3.0 on the AAC & U Written Communication Value Rubric; thus the target was not met.	Target Not Met
			1.1 (SLO, GEO 1.c.)	Students will demonstrate effective written communication skills.	(Foundation Level) The average score of FS/PSY 290 students will be at least 2.8 (grade of C, as measured by	The average score of students (n = 14) in FSC/PSY 290 for the 23-24 AY was 2.65; thus, the target was not met.	Target Not Met

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			1.1 (SLO, GEO 1.c.)	Students will demonstrate effective written communication skills.	the rubric) on the AAC & U Written Communication Value Rubric on a literature review assignment.	The average score of students (n = 14) in FSC/PSY 290 for the 23-24 AY was 2.65; thus, the target was not met.	Target Not Met
		Program - Film Studies - Minor {2016-2017}	1.2 (SLO, GEO 1.c.)	Students will demonstrate clear, concise writing about films.	The average score of assessed student writing samples from courses will be at least 2 on the 4-point Written Communication rubric.	Coordinator did not enter.	Inconclusive
		Program - History (including Minor and Secondary Education Certification in History and Social Studies) - BA {2016-2017}	3.1 (GEO 1.c.)	Students will successfully communicate ideas clearly and professionally in oral and written formats.	The overall average score for HIS 211 students completing the Research Presentation will be no lower than a 3.0 on the AAC&U Oral Communication VALUE Rubric.	<p>This year 7 students enrolled in HIS 211 and 6 completed an oral presentation regarding their research topic. The class was face to face and all presentations were done in the classroom and face to face. Overall the results were good, but there was room for improvement.</p> <p>In one of the measures the class average above 3.0, but after removing the student who did not complete the assignment 4/5 hit the target. The lowest measures were delivery and supporting materials. 5 of the students received a 3.0 or above on their average.</p> <p>S1: 0 S2: 3.8 S3: 2 S4: 3.2 S5: 3.8 S6: 3.6 S7: 3.2</p>	Target Not Met
			3.1 (GEO 1.c.)	Students will successfully communicate ideas clearly and professionally in oral and written formats.	The overall average score for HIS 499 students completing the Research Paper will be no lower than a 3.0 on the departmental Historical	This year 5 students enrolled in HIS 499 and 3 completed research paper in Fall 2023 and one completed it in Spring 2024. The three students who	Target Met

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			3.1 (GEO 1.c.)	Students will successfully communicate ideas clearly and professionally in oral and written formats.	Inquiry and Argument Rubric.	<p>completed their project in Fall 2023 did an excellent job and received a 5 or above in the Historical Inquiry and Argument Rubric. One student took an incomplete that she did not finish, and one student retook the course in Spring 2024.</p> <p>S1: 5.666666667 S2: 5 S3: 5.333333333 S4: 0 S5: 0</p>	Target Met
		Program - Honors College {2016-2017}	2.1 (SLO, GEO 1.c.)	At the culmination of the proposal stage of the independent research project, the honors students will present their original independent research by poster in a clearly organized and compelling way.	90% of HO 401 students should score an average of at least an 90 on the 0-100 scale used in the Oral Presentation Rubric in presenting their original independent research by poster in a clearly organized and compelling way.	Evaluation using the Presentation Rubric devised by the Director of the Honors College and the Honors Faculty Committee indicated that 18 of 18 students in HO 401 (100%) scored at least a 90 on the 0-100 scale in presenting the first phase of their original independent research substantively, fully conveying their research to date and demonstrating adequate progress in the first phase of their projects, and also doing so in a clear and compelling way tailored to their audiences. In the years 2020-2021 and 2021-2022, we had to modify the presentation format due to the risk of COVID spread. In 2022-2023 we were able to return to our pre-pandemic format of students with their posters at easels stationed throughout the event space with rotating groups of students, faculty evaluators,	Target Met

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		Program - Honors College {2016-2017}	2.1 (SLO, GEO 1.c.)	At the culmination of the proposal stage of the independent research project, the honors students will present their original independent research by poster in a clearly organized and compelling way.	90% of HO 401 students should score an average of at least an 90 on the 0-100 scale used in the Oral Presentation Rubric in presenting their original independent research by poster in a clearly organized and compelling way.	and guests visiting each poster for a presentation of 6-8 minutes, and we successfully continued with this format in 2023-2024.	Target Met
			2.1 (SLO, GEO 1.c.)	At the culmination of the proposal stage of the independent research project, the honors students will present their original independent research by poster in a clearly organized and compelling way.	The HO 401 students as a whole should average a score of at least a 3 on the 0-4 scale used in the AAC&U Oral Communication VALUE Rubric in presenting thier original independent research in a clearly organized and compelling way.	Evaluation using the AAC&U Oral Communication VALUE Rubric indicated that 18 of 18 students in HO 401 (100%) scored at least a 3 on the 0-4 scale in presenting the first phase of their original independent research in a clearly organized and compelling way. In the years 2020-2021 and 2021-2022, we had to modify the presentation format due to the risk of COVID spread. In 2022-2023 we were able to return to our pre-pandemic format of students with their posters at easels stationed throughout the event space with rotating groups of students, faculty evaluators, and guests visiting each poster for a presentation of 6-8 minutes, and we successfully continued with this format in 2023-2024.	Target Met
		Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social Studies Minors) - BA, BS {2016-2017}	2.1 (SLO, GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and disciplinary conventions, source and evidence use, and control of syntax and mechanics.	The average score for students enrolled IS 499 completing the Capstone project will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	1. In AY 2023-4, there was one senior student who completed the IS 499 Capstone. The student scored very well on the Written Communication Value rubric and had an average of 3.6. The student scored above 3 on each component of the rubric.	Target Met

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			3.1 (SLO, GEO 1.c.)	Students will orally communicate the academic value of one's advanced research in an effective manner.	The average score for students enrolled IS 499 completing the Capstone project will be no lower than a 3.0 on the AAC&U Oral Communication VALUE Rubric.	In AY 2023-4, there was one senior student who completed the IS 499 Capstone. The student scored well on the Oral Communication Value rubric and had an average of 3.5. The student scored above 3 on every aspect of the rubric.	Target Met
		Program - Kinesiology (including Exercise Science Minor) - BS {2016-2017}	1.3 (GEO 1.c.)	Students will develop and evaluate appropriate exercise/rehabilitation programs for individuals in a practical, hands-on setting.	Students completing Case Studies will average a score of 2.5 (Milestone) or greater on all components of the AAC&U Written Communication Value Rubric as part of KIN 416 Internship in Kinesiology.	<p>The Summer and Fall 2023 and Spring 2024 two sections of KIN 416 Internship had 21 students enrolled. 21 of 21 (100%) students had an average score of 3.7 or higher on two Case Study Assignments.</p> <p>The breakdown of average scores is as follows:</p> <ul style="list-style-type: none"> 14 students had and average score of 3.51 – 4.0 6 students had and average score of 3.01 – 3.5 1 student had and average score of 3.0 	Target Met
		Program - Legal Studies (including Minor) - BA, BS {2016-2017}	1.3 (SLO, GEO 1.c.)	To demonstrate the ability to effectively present information, arguments, and ideas in legal writings.	75% of students will score 85 or above on various legal writings in PLG 330 Legal Writing.	Eight (8) students were enrolled in Fall 2023 PLG 330 Legal Writing. The students were given four distinct writing assignments to complete. 90% of the total assignments scored 85 or above. Six (6) students (or 75%) scored 85 or higher on all four assignments.	Target Met
			2.1 (SLO, GEO 1.c.)	To be able to present oral presentations on legal concepts and perform a thorough legal oral argument.	The average student score on an oral communication project will be at least a “3” on the 0-4 scale used in the AAC&U Oral Communication VALUE rubric.	Seventeen (17) students were assessed in oral presentations in the following 2023-24 courses: FA 2023 PLG 401 Special Topics: Trial Strategy and Procedure and SP 2024 PLG 401 Special Topics: Trial Strategy and Procedure II.	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.1 (SLO, GEO 1.c.)	To be able to present oral presentations on legal concepts and perform a thorough legal oral argument.	The average student score on an oral communication project will be at least a “3” on the 0-4 scale used in the AAC&U Oral Communication VALUE rubric.	Fourteen (14) scored a 4 on the VALUE rubric. Three (3) of the students scored a 3. The average student score was a 3.8.	Target Met
		Program - Mathematics (including Minor and Secondary Education Certification) - BA, BS {2016-2017}	1.3 (SLO, GEO 1.c.)	Students will give a sample lesson that presents a problem and its solution.	MA 318 / MA 319 student work sampled will have an average score of 2.5 or higher on the AAC&U Oral Communication VALUE Rubric.	MA 318 was taught in Fall 2023. Average score = 3.10 for presentations of sample lessons and problem solutions. 2 presentations were assessed. 2 students.	Target Met
		Program - Music (including Minor) - BA, BM {2016-2017}	1.2 (SLO, GEO 1.c.)	Students will complete written assignments on music history topics.	The average scores for students on relevant assignments in MUS 302 will be 2 or higher on the 0-4 scale for the AAC&U Written Communication Value Rubric.	There were 5 students in MUS 302. They each wrote a major paper discussing several musical works from the traditional repertoire. 4 students scored a 4 on the rubric, one student scored a 1.	Target Met
		Program - Nursing - ASN {2016-2017}	1.3 (SLO, GEO 1.c.)	ASN students will be able to incorporate effective communication techniques to produce a positive professional working relationship.	The average score that the ASN sophomore students will receive will be at least “3” or higher on the 0-4 scale used in the AACU Oral Communication Value Rubric during the NU 216 formal Evidence-Based Practice Presentation.	100 percent of the students enrolled in NU 216 received a score of 3 or higher. The average communication value is 3.3 68 percent of the class had a B 32 percent of the class had a A AACU- 4 equal to A; 3 Equal to B; 2 Equal to C; 1 Equal to D.	Target Met
		Program - Nursing - BSN {2016-2017}	1.3 (SLO, GEO 1.c.)	BSN students will be able to incorporate effective communication techniques to produce a positive professional working relationship.	The average score that the senior BSN Students will receive will be at least "3" or higher on the 0-4 scale used in the AACU Oral Communication VALUE Rubric during the NU 449 formal research presentation.	82 of 82 seniors enrolled in NU 449 were evaluated utilizing the AACU Oral Communicaiton Value Rubric for an average score of 4.	Target Met
		Program - Political Science (including Minors: Political	2.1 (GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and	The overall average score for students in an upper-level POL class completing the	Six students completed the major assignment--Policy Proposal--for POL 250 World	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Science and Nonprofit Advocacy) - BA {2016-2017}	2.1 (GEO 1.c.)	disciplinary conventions, source and evidence use, and control of syntax and mechanics.	analytical writing assignment will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	<p>Politics in the fall of 2023. Four of the six students scored above a 3.0 on the AAC&U Written Communication VALUE Rubric, and the class average was a 3.5, comfortably above the target. The scores were highest for Genre and Disciplinary Conventions and Context (class average of 3.7) and Purpose of Writing (class average of 3.6). The average for all other dimensions was the same, at 3.4. Gaps in achievement were largest for Context and Purpose of Writing (highest score of 4, lowest of 2) and Syntax and Mechanics (highest score of 4, lowest of 2.6).</p> <p>Students clearly benefited from feedback on earlier outlines of the paper and from the clear structure of the prompts and assignment scenario created by the instructor. In addition, a policy focus seemed to help the students better imagine their audience. The achievement gaps mostly reflect the determination of one student to continue relying on ChatGPT to write the bulk of her paper despite warnings from the instructor on earlier submissions that this approach would not result in a good paper. Beyond directly confronting students about their use of generative AI and encouraging them to use feedback to redraft and rework what AI has generated, there is little to be</p>	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	2.1 (GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and disciplinary conventions, source and evidence use, and control of syntax and mechanics.	The overall average score for students in an upper-level POL class completing the analytical writing assignment will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	done on this front.	Target Met
			2.2 (GEO 1.c.)	Students will demonstrate effective organization, language, delivery, supporting material, and central message for oral communication.	The overall average score for students in an upper-level POL class completing the oral presentation will be no lower than a 3.0 on the AAC&U Oral Communication VALUE Rubric.	Six students completed the major assignment--Policy Proposal--for POL 250 World Politics in the fall of 2023. Three of the six students scored above a 3.0 on the AAC&U Oral Communication VALUE Rubric, and the class average was a 3.3, above the target. The scores were lowest for organization, but that was the result of two students ignoring assignment instructions that strictly limited the time allotted for their responses. Setting that aside, students differed most in their ability to provide supporting material--this is also where the largest gap appeared (aside from organization). This assignment was especially challenging on this front because it pushed students to think strategically about which sorts of evidence would be most impactful as a support to what they'd already said in their written proposals. This is very challenging but also a very realistic assignment that will no doubt improve students' ability to think on their feet and deliver a coherent message across multiple modes of	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.2 (GEO 1.c.)	Students will demonstrate effective organization, language, delivery, supporting material, and central message for oral communication.	The overall average score for students in an upper-level POL class completing the oral presentation will be no lower than a 3.0 on the AAC&U Oral Communication VALUE Rubric.	communication.	Target Met
		Program - Pre-Law - Minor {2019-2020}	1.2 (GEO 1.c.)	Students will demonstrate the ability to present information, arguments, and ideas in written forms.	The overall average score of students completing the major writing assignment required in one of the Research & Writing courses in the minor curriculum (HIS 211 Intro. to Historical Thinking and Research, PLG 330 Legal Writing, and POL 390 Southern Politics) will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	Target Not Met. As was the case in 2022-2023, only one pre-law student completed a Research & Writing course in the 2023-2024 academic year. That student completed such a paper in HIS 211 Introduction to Historical Thinking and Research, and their score on the major writing assignment (Research Proposal) was a 2.6 on the Written Communication VALUE Rubric, below our goal of 3.0. While the accomplishments of a single student are insufficient to draw conclusions regarding an entire program, the student's performance does suggest that the program is helping students to identify relevant sources and use them effectively. Most impressive in this paper is the identification of a variety of evidentiary sources that the student proposes to use in the research project. Not only are high quality primary and secondary sources identified, but the student also demonstrates awareness of how different sources can speak to different dynamics at play in her subject; for instance, she discusses the	Target Not Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Pre-Law - Minor {2019-2020}	1.2 (GEO 1.c.)	Students will demonstrate the ability to present information, arguments, and ideas in written forms.	The overall average score of students completing the major writing assignment required in one of the Research & Writing courses in the minor curriculum (HIS 211 Intro. to Historical Thinking and Research, PLG 330 Legal Writing, and POL 390 Southern Politics) will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	importance of gathering public statements from the leaders of nations with permanent seats on the United Nations Security Council in order to gauge the political context in which the International Court of Justice is operating when it considers a dispute. On the other hand, the student fell short of expectations along several other dimensions, earning a 2.0 for Genre and Disciplinary Conventions. The student did not use in-text parenthetical citations (which would be required if using Chicago Author-Date) or footnotes (Chicago Footnote-Bibliography) at any point in the paper, though the bibliography demonstrates clear knowledge (if inconsistent application) of proper formatting according to the Chicago Manual of Style. In addition, the student used incorrect formatting for the titles of works in the paper and made mistakes like referring to a term or name by its acronym in the first instance, sometimes never providing the full name and sometimes doing so in parentheses (the reverse of what is required). These mistakes and omissions may suggest that the course instructors need to spend additional time helping students learn the style manual, or it may simply reflect the rushed nature of	Target Not Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Pre-Law - Minor {2019-2020}	1.2 (GEO 1.c.)	Students will demonstrate the ability to present information, arguments, and ideas in written forms.	The overall average score of students completing the major writing assignment required in one of the Research & Writing courses in the minor curriculum (HIS 211 Intro. to Historical Thinking and Research, PLG 330 Legal Writing, and POL 390 Southern Politics) will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	this student's submission. Again, it bears repeating that this analysis is based on the performance of a single student. Therefore, the conclusions are extremely preliminary and will only be worth considering if reinforced by future assessment results. Along these lines, it is noteworthy that last year's assessment showed poor performance in Sources and Evidence but strong performance in Genre and Disciplinary Conventions—exactly the opposite of the conclusions we might draw from this year's results.	Target Not Met
		Program - Public Health Education (including Minor) - BS, BAS {2016-2017}	1.1 (SLO, GEO 1.c.)	Students will communicate audience-appropriate public health content in writing	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	In HED 350, 13 students completed a discussion board in which they developed a health message that is audience appropriate. Of those completing the assessment, 11 students (85%) were found to have met or exceeded the target.	Target Met
			1.1 (SLO, GEO 1.c.)	Students will communicate audience-appropriate public health content in writing	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	In HED 350, 13 students completed a discussion board in which they developed an oral presentation that is audience appropriate. Of those completing the assessment, 11 students (85%) were found to have met or exceeded the target.	Target Met
		Program - Speech Language Pathology - BS {2016-2017}	1.1 (SLO, GEO 1.c.)	SLP seniors will apply knowledge of communication development and disorders to the treatment of children with communication disorders.	The average score of students enrolled in SPA 311 will earn at least a "3" on the AAC & U Written Communication VALUE Rubric.	31 students were assessed this year. The average score was 3.52 on the value rubric. The average grade was a 90. Four students earned a 2 on the assignment; the remaining students earned either a 3 or	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Speech Language Pathology - BS {2016-2017}	1.1 (SLO, GEO 1.c.)	SLP seniors will apply knowledge of communication development and disorders to the treatment of children with communication disorders.	The average score of students enrolled in SPA 311 will earn at least a “3” on the AAC & U Written Communication VALUE Rubric.	a 4.	Target Met
		Program - University Studies (C2C) - {2019-2020}	3.1 (GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and disciplinary conventions, source and evidence use, and control of syntax and mechanics.	The average score for students enrolled in PRO 490 who are completing the Capstone project will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	Program remains below 5 students enrolled; too low for reporting purposes. Low enrolled year 2.	Inconclusive
2. Cultural Literacy	2.a. Analyze individual aesthetic and cultural works {Intercultural Knowledge & Competence VALUE Rubric}	Program - Film Studies - Minor {2016-2017}	1.1 (SLO, GEO 2.a.)	Students will demonstrate the ability to analyze films as cultural and aesthetic works.	The average score of assessed film analyses from relevant courses will be at least 3 on the 4-point Intercultural Knowledge and Competence VALUE rubric.	Coordinator did not enter.	Inconclusive
			2.2 (SLO, GEO 2.a)	Students will exhibit the ability to recognize differences between films from different time periods.	The average score of assessed comparative film analyses from relevant courses will be at least 3 on the 4-point “Knowledge” sub-scores of the Intercultural Knowledge and Competence VALUE rubric.	Coordinator did not enter.	Inconclusive
		Program - Gerontology - Minor {2018-2019}	2.1 (SLO, GEO 2.a.)	Students will be able to discuss aging related topics with cultural competency.	The average score of FS 250 students will be at least 3 on the 1-4 scale used in the AAC&U Intercultural Knowledge & Competence Value Rubric in discussion posts.	FSC 250 Introduction to Aging Spring 2023: Average score of Intercultural Knowledge & Competence value: 3.26	Target Met
		Program - Religious Studies - Minor {2016-2017}	2.1 (GEO 2.a.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts to conduct in-depth analysis of one or more texts from a particular religious tradition.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in demonstrating the ability to use religious studies methods and concepts to conduct in-	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Religious Studies - Minor {2016-2017}	2.1 (GEO 2.a.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts to conduct in-depth analysis of one or more texts from a particular religious tradition.	depth analysis of one or more texts from a particular religious tradition on the Exam.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
			2.1 (GEO 2.a.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts to conduct in-depth analysis of one or more texts from a particular religious tradition.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in demonstrating the ability to use religious studies methods and concepts to conduct in-depth analysis of one or more texts from a particular religious tradition on the Mid-Term Essay.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
	2.b. Compare human endeavors across cultures and through history {Intercultural Knowledge & Competence VALUE Rubric}	Program - Religious Studies - Minor {2016-2017}	1.2 (GEO 2.b.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts in analyzing and comparing the history, basic beliefs, and characteristic practices of at least two world religions.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in using religious studies methods and concepts in analyzing and comparing the history, basic beliefs, and characteristic practices of at least two world religions on the Exam.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
			1.2 (GEO 2.b.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts in analyzing and comparing the history, basic beliefs, and characteristic practices of at least two world religions.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in using religious studies methods and concepts in analyzing and comparing the history, basic beliefs, and characteristic practices of at least two world religions on the Mid-Term Essay.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
	2.c. Discuss global	Program - Human Geography - Minor	2.1 (SLO)	Students will effectively demonstrate a sophisticated	The overall average score for students in an upper-level	2023-2024 = Low-Enrolled Year 3	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	perspectives and cultures objectively {Intercultural Knowledge & Competence VALUE Rubric}	{2019-2020}	2.1 (SLO)	understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, economy, or beliefs and practices.	GEO class completing the analytical writing assignment will be no lower than a 3.0 on the AAC&U Intercultural Knowledge and Competence VALUE Rubric.	<p>Low-Enrolled Year 3: Neither GEO 318 nor GEO 314 were taught during the 2021-2022 school year, so no students were assessed on this outcome. However, Year 3 is the analysis year, so results from the previous three years will be analyzed. Of these two courses, only GEO 318 was offered once during the 3-year reporting period, which was taught during Fall 2022 (Year 2). Results from this course are analyzed below.</p> <p>Students performed well on this target. Each displayed an understanding of some of the complexities of another culture in the writing assignment used for this assessment.</p>	Target Met
			2.2 (SLO)	Students will interpret intercultural experience from the perspectives of their own and more than one worldview.	The overall average score for students in an upper-level GEO class completing the analytical writing assignment will be no lower than a 3.0 on the AAC&U Intercultural Knowledge and Competence VALUE Rubric.	<p>2023-2024 = Low-Enrolled Year 3</p> <p>Low-Enrolled Year 3: Neither GEO 318 nor GEO 314 were taught during the 2021-2022 school year, so no students were assessed on this outcome. However, Year 3 is the analysis year, so results from the previous three years will be analyzed. Of these two courses, only GEO 318 was offered once during the 3-year reporting period, which was taught during Fall 2022 (Year 2). Results from this course are analyzed below.</p> <p>One student did not meet this target, but the other three students performed well on</p>	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.2 (SLO)	Students will interpret intercultural experience from the perspectives of their own and more than one worldview.	The overall average score for students in an upper-level GEO class completing the analytical writing assignment will be no lower than a 3.0 on the AAC&U Intercultural Knowledge and Competence VALUE Rubric.	this target. In the writing assignment used for this assessment, most students displayed an ability to interpret this experience from another worldview.	Target Met
		Program - Religious Studies - Minor {2016-2017}	1.1 (GEO 2.c.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts in analyzing the history, basic beliefs, and characteristic practices of a particular world religion.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in using religious studies methods and concepts in analyzing the history, basic beliefs, and characteristic practices of a particular world religion on the Exam.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
			1.1 (GEO 2.c.)	Religious studies minors will demonstrate the ability to use religious studies methods and concepts in analyzing the history, basic beliefs, and characteristic practices of a particular world religion.	The average score of students will be at least a 3 on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric in using religious studies methods and concepts in analyzing the history, basic beliefs, and characteristic practices of a particular world religion on the Mid-Term Essay.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
		Program - Spanish (including Minor and K-12 Certification) - BA {2016-2017}	2.2 (SAO & GEO 2.c.)	Students will articulate their cumulative cultural knowledge in a Capstone assignment by examining cultural differences and making comparisons.	The class average of students on the Cultural Differences Capstone Assignment will be a 2 or higher on the 0-4 scale used in the AAC&U Intercultural Knowledge and Competence VALUE Rubric.	[Major Low-Enrolled Year 2 2023-2024. Overall program is not low-enrolled.] FLS 102 Intercultural Capstone average score = 3.6 FLS 202 Intercultural Capstone average score = 2.5 Total average = 3	Target Met
		Program - Women's Gender, and Sexuality Studies (including Minor) -	1.1 (SLO, GEO 1.b. & 2.c.)	The students will be able to analyze, in written form, issues dealing with the global, historical, political, psychological, sociological,	Students will score an average of at least 2 (lower milestone level) or higher using the AC&U Value rubric	[Low-Enrolled Year 1 2023-2024-2023. Because of low-enrollment, this program will analyze results every three	Inconclusive

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		BA {2016-2017}	1.1 (SLO, GEO 1.b. & 2.c.)	biological, and/or religious aspects of women's lives.	on Critical Thinking	years.] Two essays were collected from WS 200 and the Critical Thinking Rubric was applied. The range of the responses was: 2.8-3.4 The median of the responses was as follows: 3.1 and 3.2 According to the target, the results indicate that, on average, 2 students meet the target. [less] # Students Assessed: 2 # Students Met Target: 2	Inconclusive
			1.1 (SLO, GEO 1.b. & 2.c.)	The students will be able to analyze, in written form, issues dealing with the global, historical, political, psychological, sociological, biological, and/or religious aspects of women's lives.	Students will score an average of at least a 2 or higher on the AAC&U Value Rubric on Intercultural Knowledge and Competence.	Two essays were collected and assessed. The range of responses was from 2.833 and 3.33 The mean of the responses was 3.1 and 3.1	Inconclusive
3. Quantitative and Technology Skills	3.a. Solve problems, draw conclusions, and make predictions using quantitative information {Quantitative Literacy & Analysis VALUE Rubric}	Program - Chemistry (including Minor) - BS {2016-2017}	1.1 (GEO 3.a.)	The student will (TSW) successfully execute problem-solving related to basic stoichiometry, equilibrium, thermodynamics/quantum mechanics, and quantitative analysis techniques.	The average score of PSC 111 students should be at least a "3" on the 0-4 scale used in the AAC&U Quantitative Literacy VALUE Rubric in performing calculations and answering questions related to basic stoichiometry.	45 PSC 111 students across four lecture sections and two semesters (3 sections in fall 2023, 1 section in spring 2024) were assessed on their knowledge of basic stoichiometry and the relevant calculations. Stoichiometry questions and calculations (from quizzes and exams) were evaluated using the AAC&U Quantitative Literacy VALUE rubric. The average rubric score of the 45 students evaluated was "2.5" with the following breakdown (18 students, score = 1; 5 students, score = 2; 6 students, score = 3; 16 students, score = 4). Target was not achieved. [more]	Target Not Met
			1.1 (GEO 3.a.)	The student will (TSW) successfully execute problem-solving related to	The average score of PSC 112 students should be at least a	18 PSC 112 students across two lecture sections in spring	Target Not Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			1.1 (GEO 3.a.)	basic stoichiometry, equilibrium, thermodynamics/quantum mechanics, and quantitative analysis techniques.	"3" on the 0-4 scale used in the AAC&U Quantitative Literacy VALUE Rubric in performing calculations and answering questions related to equilibrium.	2024 were assessed on their knowledge of the basic concepts of equilibrium and the relevant calculations. Conceptual questions and calculations on equilibrium (from a quiz and an exam) were evaluated using the AAC&U Quantitative Literacy VALUE rubric. The average rubric score of the 18 students evaluated was "2.7" with the following breakdown (4 students, score = 1; 3 students, score = 2; 4 students, score = 3; 7 students, score = 4). Target was not achieved.	Target Not Met
			1.1 (GEO 3.a.)	The student will (TSW) successfully execute problem-solving related to basic stoichiometry, equilibrium, thermodynamics/quantum mechanics, and quantitative analysis techniques.	The average score of PSC 312/450/451 students should be at least a "3" on the 0-4 scale used in the AAC&U Quantitative Literacy VALUE Rubric in performing calculations and answering questions related to thermodynamics/quantum mechanics.	PSC 450/451 was not taught during the 2023-24 academic year. PSC 312 was taught in the fall semester of 2023. 8 PSC 312 students in 1 lecture section in fall 2023 were assessed on their knowledge of the concepts of equilibrium, with relevant calculations, and the use of stoichiometry in analysis. Conceptual questions and calculations on equilibrium and stoichiometry (from an exam) were evaluated using the AAC&U Quantitative Literacy VALUE rubric. The average rubric score of the 8 students evaluated was "3.8" with the following breakdown (0 students, score = 1; 0 students, score = 2; 2 students, score = 3; 6 students, score = 4). Target was achieved. [more]	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Program - Mathematics (including Minor and Secondary Education Certification) - BA, BS {2016-2017}	2.1 (SLO, GEO 3.a.)	Students will solve application problems.	MA 284 student work sampled will have an average score of 2.5 or higher on the AAC&U Quantitative Literacy VALUE Rubric.	mean = 2.43 for items assessed in MA 284 Calculus IV 23 total items assessed 14 at level 3; 5 at level 2; 4 at level 1 Multiple items were assessed for each student 3 students	Target Not Met
			2.1 (SLO, GEO 3.a.)	Students will solve application problems.	MA 306 student work sampled will have an average score of 2.5 or higher on the AAC&U Quantitative Literacy VALUE Rubric.	MA 306 was not taught in 2023-2024, as it is on an alternate year rotation.	Inconclusive
	3.b. Analyze quantitative information presented in different formats {Quantitative Literacy & Analysis VALUE Rubric}	Program - Digital Studies - Minor {2019-2020}	1.1 (SLO, GEO 3.b.)	Students will analyze quantitative information presented in different formats.	Students (on average) will earn a C or higher in the class.	Low-enrolled year one. Data will not be collected/analyzed until year 3.	Inconclusive
			1.1 (SLO, GEO 3.b.)	Students will analyze quantitative information presented in different formats.	Students, on average, will earn a C or higher in the class or classes.	Low-enrolled year 1. No additional minors declared after distribution of emails and campus flyers. Data will not be collected/analyzed until year 3.	Inconclusive
4. Understanding of Self, Society, and The Natural World	4.b. Engage in activities that promote personal and civic well-being {Civic Engagement VALUE Rubric}	Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	4.1 (GEO 4.b. / SLO 4 / SAO)	Students will demonstrate the knowledge, skills, values, and commitment necessary for civic engagement.	The overall average score for students completing a major civic engagement assignment will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	We could not assess this target because POL 202 Making Democracy Work was not taught in 2023-2024. The instructor was on sabbatical in Fall 2023 and as all graduating seniors in the program had already taken the course, there was no need to hire an adjunct to offer it.	Inconclusive
	4.c. Apply the scientific method to solve	Program - Biology (including Minor and Secondary Education	1.2 (SLO, GEO 4.c.)	The student will apply the scientific method to a research question. This reflects the General Education Goal 4.c "To demonstrate understanding	Students in BS 400 Senior Seminar will average "2.5" or higher on the 0-4 scale of the VALUE Inquiry & Assessment	Data not collected.	Inconclusive

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	problems {Inquiry & Analysis VALUE Rubric}	Certification) - BS {2016-2017}	1.2 (SLO, GEO 4.c.)	of self, society, and the natural world, students will demonstrate the ability to apply the scientific method to solve problems.” It also reflects the Biology program’s mission to develop students with “the ability to apply the process of science”, as stated in the Biology Mission Statement above.	rubric used to evaluate a capstone project in which each students selects a published journal article and writes a research proposal based on the research in the article.	Data not collected.	Inconclusive
		Program - Human Geography - Minor {2019-2020}	3.2 (SLO)	Students will synthesize in-depth information from relevant sources representing various points of view and approaches to reveal insightful patterns, differences, or similarities.	The overall average score for students in an upper-level GEO class completing the analytical writing assignment will be no lower than a 3.0 on the AAC&U Inquiry and Analysis VALUE Rubric.	2023-2024 = Low-Enrolled Year 3 Low-Enrolled Year 3: Neither GEO 318 nor GEO 314 were taught during the 2021-2022 school year, so no students were assessed on this outcome. However, Year 3 is the analysis year, so results from the previous three years will be analyzed. Of these two courses, only GEO 318 was offered once during the 3-year reporting period, which was taught during Fall 2022 (Year 2). Results from this course are analyzed below. Students performed well on this target. In the writing assignment used for this assessment, each student displayed the ability to synthesize information from different points of view to reveal insightful similarities and differences between our country and another.	Target Met
		Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social	1.1 (SLO & GEO 4.c)	Students will explore and analyze issues, ideas, and/or events in a way that serves an ultimately academic purpose.	The average score for all students in IS 499 completing the Capstone project will be no lower than a 3.0 on the AAC&U Inquiry and Analysis VALUE Rubric.	In AY 2023-4, there was one senior student who completed the IS 499 Capstone. The student scored well on the Inquiry and Analysis Value rubric and had an average of 3.16. The student scored	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Studies Minors) - BA, BS {2016-2017}	1.1 (SLO & GEO 4.c)	Students will explore and analyze issues, ideas, and/or events in a way that serves an ultimately academic purpose.	The average score for all students in IS 499 completing the Capstone project will be no lower than a 3.0 on the AAC&U Inquiry and Analysis VALUE Rubric.	above 3 on each component of the rubric, except "Limitations and Implications," where the student scored a 2. Still, the average of the overall rubric was above 3.	Target Met
5. Life-Long Learning	5.a. Transfer general education strands to major fields of study and to make connections between disciplines {Foundations & Skills for Life-long Learning and Teamwork VALUE Rubrics}	Program - Early Childhood Development - BS {2019-2020}	1.1 (SAO & GEO 5.a.)	Students will demonstrate an understanding of and integrate content and skills by developing a final portfolio project demonstrating the connections among key concepts and skills in ED 404 – Teacher Internship: Early Childhood.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric.	Once again, recruitment will become the priority for Early Childhood Development. We have hired a new half time CPDC Director/Early Childhood Faculty to lead this process.	Target Met
		Program - Gerontology - Minor {2018-2019}	1.1 (SLO, GEO 5.a.)	Students will transfer general education strands to make connections between disciplines.	The average score of FS 250 students will be at least 3 on the 1-4 scale used in the AAC&U Foundations & Skills for Lifelong Learning Value Rubric in Reaction Paper.	FSC 250 Introduction to Aging Spring 2024: Average score of Foundations and Skills for Lifelong Learning Value: 3.18	Target Met
		Program - Nursing - ASN {2016-2017}	1.2 (GEO 5.a, SPG C.3)	ASN Students will be able to utilize appropriate team building and collaborative strategies when working with teams.	At least 90% of graduating ASN students will receive a 2 (or the minimum value assigned) required for the Teamwork and Collaboration portion of the NU 235 preceptorship experience.	90% of students received a (meets expectations) in the area of Teamwork/Collaboration portion of the NU 235 preceptorship experience.	Target Met
			1.2 (GEO 5.a, SPG C.3)	ASN Students will be able to utilize appropriate team building and collaborative strategies when working with teams.	The average score that the sophomore ASN students will report will be at least "3" or higher on the 0-4 scale used in the AACU Teamwork Value Rubric during the NU 216	The average score of the peer review rubric value 4.8 91 percent of students achieved the target level.	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			1.2 (GEO 5.a, SPG C.3)	ASN Students will be able to utilize appropriate team building and collaborative strategies when working with teams.	team project.	The average score of the peer review rubric value 4.8 91 percent of students achieved the target level.	Target Met
		Program - Nursing - BSN {2016-2017}	1.2 (SLO, GEO 5.a.)	BSN Students will be able to utilize appropriate team building and collaborative strategies when working with teams.	The collective average score that the senior BSN Students will report will be at least "3" or higher on the 0-4 scale used in the AACU Teamwork VALUE Rubric during the NU 449 and NU 465 team project.	82 generic students in NU 449 for an average of 4. 100 out of 101 students in NU 465 for an average of 4. (1 had no answer)	Target Met
		Program - Theatre - BA (including minor) {2016-2017}	2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	75% of students participating in the Survey will state that their goal upon graduating the Theatre program is to have the skillset to gain employment or a long-term internship in theatre or a related field.	No sophomores to assess.	Inconclusive
			2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that 70% of freshmen, sophomores, first year transfers, juniors and seniors participating in the major semester productions will meet proficiency on the AAC&U Creative Thinking VALUE Rubric. Proficiency is defined by achieving a score of "3" in at least 4 categories for freshmen, sophomores, first year transfers, juniors and seniors. Students must show proficiency before being allowed to complete Internship and/or graduate.	2 students, 1 senior and 1 freshmen, both met the criteria, with an average grade of 3.5.	Target Met
			2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that the freshmen, sophomores, first year transfers, juniors and seniors participating in TH 400 will meet proficiency on the AAC&U Teamwork VALUE Rubric. Proficiency is defined by averaging a score of "3" in at least 4 categories for	One freshman and one graduating senior were assessed, for an average score of 3.5. 100% met the threshold.	Target Met

Goal Number	Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	freshmen, sophomores, first year transfers, juniors and seniors. Students must show proficiency before being allowed to complete Internship and/or graduate.	One freshman and one graduating senior were assessed, for an average score of 3.5. 100% met the threshold.	Target Met
			2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	The collective average of all TH 360 students' final grades will be 90%.	One student enrolled in ED 407 (Student teaching) received a 95% final grade, so 100% of students met the threshold.	Target Met
		Program - University Studies (C2C) - {2019-2020}	1.1 (SAO & GEO 5.a.)	Students will demonstrate an understanding of and integrate content and skills by developing a final project demonstrating the connections between these groups in PRO 490 - Senior Seminar in Professional Studies.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric	Program remains below 5 students enrolled; too low for reporting purposes. Low enrolled year 2.	Inconclusive