

Student Achievement Outcome Results Report 2019-2020

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Accounting (including Minor) - BS {2016-2017}	Students will engage in relevant, industry-based, value-added learning activities for the purpose of acquiring employment immediately upon graduation.	5.1 (SAO)	Students will be able to demonstrate the role of ethics and understand the implications of their actions on themselves, their colleagues, their profession, the business community and society as a whole.	80% of students will pass an ethics exam administered in the capstone course with a 70 or above.	40% of Accounting students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.	Inconclusive
Program - Art (including Graphic Design and Studio Art Minors; formerly Fine Arts) - BFA {2016-2017}	To prepare students for professional careers and graduate studies via the creation of a portfolio or body of work.	5.1 (SAO & SPG A.1)	Students successfully complete the capstone Senior Exhibition.	75% of participating students will score "Satisfied" on the Senior Exit Survey.	We are pleased that we are meeting our target and that the majority of our graduates are pleased with their educational experience. In this cohort of students from both fall and spring semesters, no score was below satisfied which resulted in an overall average of 4.7. The highest scores came in three areas: in faculty advising, in the ability of students to create independent/original artwork, and in feeling that they have developed a personal style. The lowest score of 4.5 came in assessing the Art Fundamentals seminar's information and help to a new student.	Target Met
		5.1 (SAO & SPG A.1)	Students successfully complete the capstone Senior Exhibition.	The average score of students assessed will be at least 4 "meets expectations" out of the six total areas using the departmental Senior Exhibition Review rubric.	The 2019-2020 outcome saw 7 students pass through the program, with 2 students in the fall and 5 in spring 2020 graduating. The overall student average was a 7.1 which has been our highest average yet. This is understood since the fall and spring cohort of graduates were some of our strongest students. Due to the coronavirus, the spring students were unable to mount an exhibition and instead created an online exhibition and opening of their works. The strongest areas were the creation and evaluation of Independent Works and the exhibited	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		5.1 (SAO & SPG A.1)	Students successfully complete the capstone Senior Exhibition.	The average score of students assessed will be at least 4 “meets expectations” out of the six total areas using the departmental Senior Exhibition Review rubric.	works showing Unified Goals. The weakest areas continued to be the artist statement and the layout of the exhibition.	Target Met
Program - Art Education - BFA {2016-2017}	Students will anticipate desirable outcomes for 21st century art teachers including skills, knowledge, understanding, and values/dispositions .	7.1 (SAO & PO 2.c.)	Students will prepare for a position as an art educator at a public school or private school, art museum, or community organization.	Students will have an average score of at least a 2 or higher on a 0-3 scale on the Resume Rubric.	There are no Art Ed students enrolled in these courses since the Art Education program has been discontinued. The last remaining students in the program have already completed these courses.	Inconclusive
Program - Biology (including Minor and Secondary Education Certification) - BS {2016-2017}	The student will tap into the interdisciplinary nature of science, in both understanding material across disciplines and in communicating and collaborating across disciplines.	2.2 (SAO)	In keeping with the University Mission to provide “a high-quality undergraduate education” and in keeping with the Biology program goal of having students understand “material across disciplines,” the student will learn the concepts covered by a commercial, nationally-administered Major Fields Test in biology, taken in their final semester before graduation.	More than 50% of the students taking the Major Fields Test will score above the 50th percentile ranking when comparing their performance to those of students across the nation taking the same test in the same year.	<p>0 out of 4 students (0%) who took the Major Fields Test scored above the 50th percentile.</p> <p>Due to the COVID-19-related university shut-down, the Major Fields Test in biology was NOT administered to the 15 or so biology seniors who were scheduled to take the exam in Spring 2020. Four biology seniors, who all graduated in Fall 2019 did take the Major Fields Test, and their results are reported here. But these four students are NOT a representative sample of this academic year's biology seniors.</p> <p>The students who DID take the Major Fields Test did NOT meet the target, but we are scoring this result as inconclusive because an additional 15 students who were supposed to take the test could not due to the university shut-down. The strongest departmental seniors of this academic year were among the 15 who did not take the test, and we have no idea how many of that cohort would have scored above the 50th percentile.</p>	Inconclusive
Program - Business Administration	Students will engage in relevant,	5.1 (SAO)	Students will be able to demonstrate the role of ethics and understand the	80% of students will pass an ethics exam administered in the capstone	The data collected is for both BAS, BBA, and BS students.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(including Minors and Certificates) - BAS {2016-2017}	industry-based, value-added learning activities for the purpose of acquiring employment immediately upon graduation.	5.1 (SAO)	implications of their actions on themselves, their colleagues, their profession, the business community and society as a whole.	course with a 70 or above.	<p>40% of Accounting students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>40% of General Business students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>68% of Marketing students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>80% of Management Information Systems students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>51% of Management students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>No HCM or HRM students took the exam.</p>	Inconclusive
Program - Business Administration (including Minors and Certificates) - BBA, BAS {2016-2017}	Students will engage in relevant, industry-based, value-added learning activities for the purpose of acquiring employment immediately upon graduation.	5.1 (SAO)	Students will be able to demonstrate the role of ethics and understand the implications of their actions on themselves, their colleagues, their profession, the business community and society as a whole.	80% of students will pass an Ethics Exam administered in the capstone course with a 70 or above.	<p>The data collected is for both BAS, BBA, and BS students.</p> <p>40% of Accounting students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>40% of General Business students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>68% of Marketing students passed the ethics exam in the capstone course</p>	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Business Administration (including Minors and Certificates) - BBA, BAS {2016-2017}	Students will engage in relevant, industry-based, value-added learning activities for the purpose of acquiring employment immediately upon graduation.	5.1 (SAO)	Students will be able to demonstrate the role of ethics and understand the implications of their actions on themselves, their colleagues, their profession, the business community and society as a whole.	80% of students will pass an Ethics Exam administered in the capstone course with a 70 or above.	<p>with a 70 or above. Data was only collected for Fall 2019.</p> <p>80% of Management Information Systems students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>51% of Management students passed the ethics exam in the capstone course with a 70 or above. Data was only collected for Fall 2019.</p> <p>No HCM or HRM students took the exam.</p>	Inconclusive
Program - Business Administration - MBA {2016-2017}	Students enrolled in the MBA program will complete the program.	3.1 (SAO)	Students will be able to successfully complete the MBA program.	50% of students who enroll in the MBA program will graduate from the program.	<p>AY 2016 - 2017, 9 students were enrolled</p> <p>AY 2017 - 2018, 15 students were enrolled</p> <p>AY 2018-2019, 21 students were enrolled</p> <p>AY 2019 - 2020, 19 students were enrolled</p> <p>Fall 2016-Spring 2020 - 29 students have been accepted to the program.</p> <p>Fall 2016-Spring 2020 - 16 students have graduated, 1 student was removed from the program, and 12 are still successfully progressing through the program.</p>	Target Met
Program - Chemistry (including Minor) - BS {2016-2017}	Chemistry majors will effectively connect concepts covered in both general and upper-level chemistry courses.	3.1 (SAO & SLO)	TSW demonstrate a general knowledge of the major branches of chemistry covered on the Chemistry Major Field Test (MFT) from the Educational Testing Service (ETS).	90% of Chemistry majors taking the Chemistry MFT will score in the satisfactory level (25th percentile) or higher.	The Major Field Test was planned for late in the spring 2020 semester. The exam was cancelled after the university was placed on lock down. This assessment was not done.	Inconclusive
Program - Communication (including Minor) - BA, BS {2016-2017}	Students will demonstrate preparedness for professional work or graduate studies.	3.1 (SAO)	Students will complete professional portfolios that showcase their skills for potential employers or graduate schools.	At least 90 percent of assessed student portfolios will score at least 80 on the 100-point Communication Student Portfolio rubric.	The assessment coordinator did not input data for the 2019-2020 assessment cycle.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Creative Writing - MFA {2016-2017}	Students will demonstrate familiarity with the literary marketplace and other outlets for creative writers.	3.1 (SAO & SPG C.4)	Students will publish their work in appropriate publications for their genres.	90% of students participating in the Master's Thesis Survey will report that by the time they defend their thesis they have published at least one work in a literary journal or had a play published or produced or had their writing published in another outlet appropriate to the genre.	Of the 8 students who graduated during 2019/2020, 4 completed the thesis survey. 3 reported publishing work prior to completing their thesis and one reported that they hadn't published yet but had submitted to magazines. We also report publications on our FB page, so we know that the other students had published their work. Still, one person would not meet our 90% target. Publishing, especially for fiction writers, can be a long process, so it is not unexpected to have a student who hasn't met that goal yet, even though they are writing publishable work. Encouraging them to start earlier is important, though we may still need to revise our target, given the number of students who will likely graduate in a given year.	Target Not Met
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}	Students will gain an appropriate understanding of acceptable food safety and sanitation procedures.	1.2 (SAO & SLO)	Students will successfully become ServSafe certified by passing the ServSafe examination.	60% of students will be awarded a Servsafe certificate.	Out of 21 students tested, 18 (85.7%) passed the ServSafe national certification exam. (6/21/2020) AMH	Target Met
Program - Digital Studies - Minor {2019-2020}	Students will identify an issue within their major discipline(s) that they will address through digital methods, and they will create a publicly-accessible environment that describes the problem and their method of addressing it.	2.1 (SAO & SLO)	Students will present information, arguments, and ideas in oral, written and visual forms for their contexts through digital platforms.	Students will score a 3 or higher on the Information AAC&U Information Literacy Rubric for their final practicum assignment.	There was only one minor enrolled for the Spring 2020 semester. Due to COVID-19, data collection was not completed.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Early Childhood Development - BS {2019-2020}	Students will be able to demonstrate an understanding of and integrate content and skills specific to early childhood development and education.	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.	The Early Childhood Development (ECD) program began in Fall 2019, and only 2 students have completed the program.	Inconclusive
Program - Education - (including Gifted Studies and Reading/Literacy Certificates) - ME {2018-2019}	Students will demonstrate their proficiencies to understand and apply knowledge and skills appropriate to the Master’s of Education in Education so that professional development of those individuals will provide opportunities for P-12 students (Council of Accreditation for Educator Preparation, CAEP 1.1).	1.3 (SAO)	Students will successfully complete the Master’s of Education in Education degree program in a timely manner, within six years.	At least 80% of students who graduate from the Master’s of Education in Education will have completed the degree program within six years.	All students enrolled during this time frame graduated within the initial 2-year graduate plan for completion.	Target Met
Program - Elementary Education - BS {2016-2017}	Candidates demonstrate an understanding of and are able to apply knowledge and skills specific to their discipline (Council of Accreditation for Educator Preparation, CAEP 1.1).	1.1 (SAO & GEO 5.a.)	Candidates will be able to demonstrate an understanding of and apply knowledge and skills specific to their discipline by developing and teaching an interdisciplinary unit.	Candidates will be able to demonstrate an understanding of content knowledge and skills to their discipline by the assignment 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.	Twenty-one students completed this assignment in FA19, and nineteen students completed this assignment in SP20. Percentages by student: Twenty-three met the full requirement, one met the requirement at 93%, and five did not meet the achievement target.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Candidates demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards for P-12 learners (Council of Accreditation for Educator Preparation, CAEP 1.4).	2.1 (SAO & SLO)	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully teaching K-6 students.	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career- supportive environments by successfully teaching K-6 students through scoring on average a 2 (acceptable) or above on the Teacher Intern Assessment Instrument.	Thirty students completed this assignment via Residency 3 across the FA19 and SP20 academic terms. Twenty-five student scored better than a 2 (acceptable) or above on the Teacher Intern Assessment Instrument; five students scored less than a 2 on this instrument.	Target Met
	Candidates will be competent in reading, writing, and math to demonstrate their skill set for teaching (Title II - National Standard).	3.1 (SAO, SLO)	Candidates admitted to the Teacher Education Program will have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	80% of candidates attempting to be admitted into the Teacher Education Program will have passing Praxis Core test scores or a composite score of 21 or higher on the ACT.	100% of students who have applied to the Teacher Education Program in the 2019 - 2020 academic year either had passing Praxis Core test scores or a composite score of 21 or higher on the ACT. The department began a new program in Early Childhood Development (ECD) in the FA19 term; all prospective Elementary Education students now remain ECD until they meet the requirements to be admitted to the Teacher Education Program. For this reason, and the new MDE approved requirement of either 21 or greater ACT - or - passing Praxis Core scores - or - an overall GPA of 3.0 or better for admission to TEP, the program may need to determine another more appropriate assessment measure for 4.1 (SAO & SLO).	Target Met
Program - English (including Minor and Secondary Education Certification, Minor in Creative Writing, and TESL Certification) - BA {2016-2017}	The English program will meet students' needs by preparing them for graduate or professional school and/or the workforce.	3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	25% of students participating in the Alumni Survey will state that they are enrolled in graduate/professional degree program.	The survey will be administered in 2022.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	85% of students participating in the Alumni Survey will state that they are currently working in their field of study or in a field where they regularly use the skills acquired in the English program.	The MUW Alumni Survey will be administered in 2022.	Inconclusive
		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	90% of English graduates completing the MUW Graduation Survey will be employed in their field or a related field or planning to attend/enrolled in graduate school in their field or related field.	At the time of graduation out of 17 respondents: 0 had secured full-time employment in the field of study 5 were searching for full-time employment in the field of study 1 was currently employed full-time in the field of study 1 was currently employed full-time 4 were currently employed part-time 7 responded n/a (likely attending graduate school) 12 indicated plans to continue their education 76.47% (13/17)	Target Not Met
Program - Family Nurse Clinician (including Certificate) - MSN {2016-2017}	Prepare advanced practice nurses who demonstrate mastery of expected national competencies including the abilities to assess, diagnose, and manage a broad scope of acute and chronic health issues in primary care.	1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and coordinate safe and quality patient care.	80% of graduates are successful in passing the FNP Certification exam (either ANCC or AANPCP) on graduation of the program.	100% passed ANCC and 90% passed AANP on first write and 95% on AANP second write. (06/10/2020)	Target Met
		1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and coordinate safe and quality patient care.	80% of Post-Graduate Advanced-Practice Registered Nurse Certificate students are successful in passing the FNP Certification exam (either ANCC or AANPCP) on the completion of the program.	No Post Graduates for 2018-2019	Inconclusive
		1.3 (SAO & SLO)	Provide leadership in practice to promote high quality, safe, cost-effective, culturally appropriate, and	All students (100%) will complete the final clinical check off with a minimum grade of B prior to	Twenty four students made an A and one student made an incomplete.	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Family Science (including CAST Certificate) - BS {2016-2017}	Students will conduct themselves in a professional and an ethical manner when working with families.	1.3 (SAO & SLO)	ethical patient care.	graduation according to the course and program guidelines.	Twenty four students made an A and one student made an incomplete.	Target Not Met
		2.1a (SAO)	Students will feel that the Family Science program has prepared them to work professionally and ethically upon graduating.	Participating students' will report that they feel the Family Science program has prepared them to work ethically upon graduating by having an average rate of satisfaction on the Senior Exit Survey as a 6 on a scale of 1 to 10.	The average rating of students (n = 5) in FS 499 for AY 19-20 on the ethical practice item in the Senior Exit Survey was 9/10; thus, the target was met.	Target Met
		2.1a (SAO)	Students will feel that the Family Science program has prepared them to work professionally and ethically upon graduating.	Participating students' will report that they feel the Family Science program has prepared them to work professionally upon graduating by having an average rate of satisfaction on the Senior Exit Survey as a 6 on a scale of 1 to 10.	The average rating of students (n = 5) completing the survey in the 19-20 AY was 9.6/10; thus, the target was met.	Target Met
		2.2 (SAO)	Students will experience clinical practice to become qualified CFLEs.	100% of students will earn at least a grade of B on the Worksite Supervisor's Evaluation Rubric form from their internship site supervisor for the FS 499, Field Experience in Family Studies Occupations Course.	All students (n = 5) who completed FS 499 in AY 19-20 had a recommended grade of A from their site supervisor; thus, the target was met.	Target Met
Program - Film Studies - Minor {2016-2017}	Students will exhibit the ability to understand and critically assess films.	2.2 (SAO)	Students will experience clinical practice to become qualified CFLEs.	100% of students will earn at least an average score of 24 on the Worksite Supervisor's Evaluation Rubric form from their internship site supervisor for the FS 499, Field Experience in Family Studies Occupations Course.	All students in FS 499, Internship, for the 19-20 AY earned an average score of 30 on the Worksite Supervisor's Evaluation Rubric form; thus the target was met.	Target Met
		1.2 (SAO)	Students will demonstrate awareness of films from a variety of genres, cultures, and time periods.	At least 80 percent of students surveyed will report having viewed films from another country.	The assessment coordinator did not input data for the 2019-2020 assessment cycle.	Inconclusive
		1.2 (SAO)	Students will demonstrate awareness of films from a variety of genres, cultures, and time periods.	At least 80 percent of students surveyed will report having viewed films from more than two distinct time periods.	The assessment coordinator did not input data for the 2019-2020 assessment cycle.	Inconclusive
		1.2 (SAO)	Students will demonstrate awareness of films from a variety of genres, cultures, and time periods.	At least 90 percent of students surveyed will report having viewed films from more than two genres.	The assessment coordinator did not input data for the 2019-2020 assessment cycle.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - French - Minor {2016-2017}	Students will use verbal skills to communicate in French.	3.1a (SAO & SLO)	Students will have a five to ten minute one on one conversation in French with a French faculty member as a part of the assessment of student learning in FLF 101, 102, 201 and 202. The Departmental Conversation Rubric will be applied to the conversation.	75% of non-French minors taking the following FLF elementary French courses will score the following averages on the departmental conversation rubric. In FLF 101 – no lower than an average of “minimal” In FLF 102 – no lower than an average of “minimal”	The results for students in FLF 102 were very good. Of the 7 students assessed, only one did not meet the minimal standards and other scores ranged from 1.32 to 2.92. However, no assessment data was provided for FLF 101, so no comparison could be made between fall and spring semester.	Inconclusive
		3.1a (SAO & SLO)	Students will have a five to ten minute one on one conversation in French with a French faculty member as a part of the assessment of student learning in FLF 101, 102, 201 and 202. The Departmental Conversation Rubric will be applied to the conversation.	75% of non-French minors taking the following FLF intermediate French courses will score the following averages on the departmental conversation rubric. In FLF 201 – no lower than an average of “proficient” In FLF 202 – no lower than an average of “proficient”	There were two students who completed FLF 202 and both scored higher than proficient averaging 2.8 and 2.96. However, no assessment data was provided from FLF 201, so no comparison between fall and spring semesters can be made.	Inconclusive
		3.1a (SAO & SLO)	Students will have a five to ten minute one on one conversation in French with a French faculty member as a part of the assessment of student learning in FLF 101, 102, 201 and 202. The Departmental Conversation Rubric will be applied to the conversation.	90% of French minors taking the following FLF elementary and intermediate French courses will score the following averages on the Department Conversation Rubric. In FLF 101 – no lower than an average of “minimal” In FLF 102 – no lower than an average of “minimal”	There were no French minors in 2019-2020.	Inconclusive
		3.1a (SAO & SLO)	Students will have a five to ten minute one on one conversation in French with a French faculty member as a part of the assessment of student learning in FLF 101, 102, 201 and 202. The Departmental Conversation Rubric will be applied to the conversation.	90% of French minors taking the following FLF elementary and intermediate French courses will score the following averages on the Department Conversation Rubric. In FLF 201 – no lower than an average of “proficient” In FLF 202 – no lower than an average of “proficient”	There were no French minors in 2019-2020.	Inconclusive
Program - Gerontology - Minor {2018-2019}	Students will transfer learning to their majors and complex situations.	1.2 (SAO & SLO)	Students will be able to utilize the knowledge on end-of-life issues and explain the ways of the concepts of death can change over time, place, and culture.	The average score of NU 453 students will be at least 70% on the final exam, focusing on three pertinent questions regarding the outcome. Three questions from NU 453 final exam: 1. By appreciating the reality of	NU 453, Spring 20 Average Score of Final Exam (including three selective questions): 98	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Gerontology - Minor {2018-2019}	Students will transfer learning to their majors and complex situations.	1.2 (SAO & SLO)	Students will be able to utilize the knowledge on end-of-life issues and explain the ways of the concepts of death can change over time, place, and culture.	death, dying, and bereavement, individuals can: 2. Many college students find a death education course to be valuable because: 3. By 2025, the number of people age 65 and over in the United States will be:	NU 453, Spring 20 Average Score of Final Exam (including three selective questions): 98	Target Met
Program - History (including Minor and Secondary Education Certification in History and Social Studies) - BA {2016-2017}	Graduating seniors will report improved knowledge and skills.	5.1 (SAO)	Students in the Capstone course will successfully show improvement in their knowledge and skills in the areas of historical content, critical thinking, communication, and inquiry.	The overall average for HIS 499 students completing the Capstone Survey will be that students report seeing an increase of at least "3.0" on a 1-5 Likert scale, regarding the degree to which their knowledge and skills improved in historical content, critical thinking, communication, and inquiry.	<p>In Fall 2019, 9 students completed the Capstone class and four completed the Capstone survey. On every question but one, 100% of students "strongly agreed" or "agreed" that the history program accomplished the goal in question. One question 5 regarding whether history helped then engage in real-life experiences, one student said "neither agree nor disagree".</p> <p>In addition to scoring their learning highly on the numeric scale, all students wrote qualitative comments, which supported their scoring. Most thought history improved their writing and critical thinking skills:</p> <ul style="list-style-type: none"> • "It helped improve my writing through professor feedback." • "You can have different views, but if you have evidence to support then your argument is valid." • "The history courses I have taken at MUW have definitely helped me and analyze sources, not only for my classes, but also in everyday life. It has helped me when it comes to rationalizing ideas and the arguments that make up those ideas." • "The history major program has improved my skills and knowledge by helping see the links from the past and how they connect to the present day. It also helped my critical thinking skills." 	Target Met

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Program - History (including Minor and Secondary Education Certification in History and Social Studies) - BA {2016-2017}	Graduating seniors will report improved knowledge and skills.	5.1 (SAO)	Students in the Capstone course will successfully show improvement in their knowledge and skills in the areas of historical content, critical thinking, communication, and inquiry.	The overall average for HIS 499 students completing the Capstone Survey will be that students report seeing an increase of at least “3.0” on a 1-5 Likert scale, regarding the degree to which their knowledge and skills improved in historical content, critical thinking, communication, and inquiry.	A spreadsheet breakdown and the hard copies of surveys are attached below.	Target Met
Program - Honors College {2016-2017}	The Honors College will support students graduating with Honors to enter graduate school or a position in the student's chosen profession upon graduation.	4.1 (SAO)	The Director of the Honors College and Honors Faculty Advisors will advise and support students who graduate with Honors as they apply for graduate school, internships, or professional positions.	80% of Honors graduates participating in the Honors Exit Survey will report that they have been accepted into graduate school or have obtained an internship or a position in the student's chosen profession upon graduation.	Of the 22 students graduating in 2019-2020, 27% (6) reported acceptance to and plans to attend graduate school in fall 2020 and 59% (13) reported taking an internship or professional position immediately after graduation, for a total rate of 86%. This well exceeds the target rate of 80%, in part because of the number of students (10) obtaining positions in nursing or K-12 education. Due to the move to remote instruction as a result of the public health crisis in spring 2020, the survey was administered using Google Forms and communication via Canvas, and the Director of the Honors College followed up with students whose professional positions were not 100% confirmed at the time of survey completion.	Target Met
Program - Human Geography - Minor {2019-2020}	Increase students’ ability in the study of geography	5.1 (SAO)	Human Geography minors who are seniors will have a strong overall average of final grades in GEO coursework.	The overall average of final grades in GEO coursework for seniors with a Human Geography minor will be 80 percent.	N/A. There were no senior geography minors who graduated in the 2019-2020 school year.	Inconclusive
Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social Studies Minors) - BA, BS {2016-2017}	Students will collaborate with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student’s	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone project, which involves collaborating with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student’s interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 2019-20, two IS Capstone students completed IS 499. Both students successfully completed the Capstone course with a passing grade. Student 1: Final Grade of A Student 2: Final Grade of B+	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social Studies Minors) - BA, BS {2016-2017}	interests and academic needs	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone project, which involves collaborating with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student's interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 2019-20, two IS Capstone students completed IS 499. Both students successfully completed the Capstone course with a passing grade. Student 1: Final Grade of A Student 2: Final Grade of B+	Target Met
	Students will demonstrate the ability to integrate multiple academic disciplines into a single project while honoring the basic conventions, restrictions, and requirements of each discipline.	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone project, which involves collaborating with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student's interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 2019-20, two IS Capstone students completed IS 499. Both students successfully completed the Capstone course with a passing grade. Student 1: Final Grade of A Student 2: Final Grade of B+	Target Met
Program - Kinesiology (including Exercise Science Minor) - BS {2016-2017}	The MUW Health & Kinesiology Exercise Science programs will successfully prepare students to enroll in graduate programs by providing internship opportunities to gain practical experience.	3.1a (SAO)	The MUW Health & Kinesiology Exercise Science students will successfully enroll in a doctorate of physical therapy (DPT) programs.	Out of the students participating in the three most recent graduating classes' Exit Interview an average of 2 students per academic year will report that they have been accepted/enrolled in a DPT program and 1 student per academic year will report that they have been accepted/enrolled in another terminal professional program (OTC, Chiropractics, PA, PharmD, MD, etc.).	3 students were accepted into DPT programs, 1 into chiropractic school, and 1 into OT school (via self-report)	Target Met
Program - Legal Studies (including Minor) - BA, BS {2016-2017}	Students will pursue opportunities to further their career to become an effective legal team member.	3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	45% of graduating students from the previous academic year participating in the follow-up Legal Studies Exit Survey will report that they have taken steps to become a certified paralegal or taken steps to further their education with graduate programs or law school.	Sixteen (16) Legal Studies' students graduated in AY 2018-19. Five (5) graduates are pursuing a law degree and one (1) graduate is employed as a paralegal, for a total of 37.5% of recent graduates that have taken steps to further education and enhance their career in the legal field.	Target Not Met
		3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	45% of graduating students participating in the Legal Studies Exit Survey will report that they have taken steps to become a	Six students were enrolled in PLG 440 (capstone course) in Fall 2019. Due to instruction delivery changes required by the institution's response to the	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	certified paralegal or taken steps to further their education with graduate programs or law school.	<p>Covid-19 pandemic, data was not collected for Spring 2020.</p> <p>Out of the six (6) students in Fall 2019, six (6) completed the course exit survey. Within the survey, the students were asked the following questions: "Do you have plans to pursue a graduate degree such as a master's degree or law degree? If yes, what are your plans and what steps have you taken to reach this goal? If no, do you intend to pursue a career as a paralegal? If yes, then are you considering taking a certified paralegal exam (such as that given by NALA or NFPA?"</p> <p>Three (3) students, 50%, intend to pursue law school or another graduate program, and one student (17%) indicated she intends to take steps to sit for the certified paralegal exam, for a total of 67% in the capstone course indicating they will be taking steps to further education and enhance their career in the legal profession.</p>	Target Met
Program - Mathematics (including Minor and Secondary Education Certification) - BA, BS {2016-2017}	Students will communicate using proper mathematical notation and vocabulary.	1.4 (SAO)	Students will successfully complete MA 301. MA 301 is the gateway course to many of the upper level MA courses.	75% of all MA 301 students will earn a semester grade of C or better.	67% of students earned a semester grade of C or better. Grades: 1 A; 1 C; 1 D	Target Not Met
Program - Music (including Minor) - BA, BM {2016-2017}	Students will exhibit knowledge and understanding of Classical Music works from both instrumental and vocal genres, and of the major historical periods	1.1 (SAO)	Students will perform works from multiple musical periods on their major instrument at the end of their sophomore year.	80% of the students will receive at least a satisfactory rating (given by the music faculty) during their Sophomore Exit Interview.	Due to the Coronavirus pandemic, the sophomore barrier juries for the majority of the sophomore class members were postponed until the Fall of 2020 semester (since they usually take place at the end of the Spring semester). Thus there was no exit interview We did have a former transfer student complete their jury	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Music (including Minor) - BA, BM {2016-2017}	and trends in the Western Classical Music.	1.1 (SAO)	Students will perform works from multiple musical periods on their major instrument at the end of their sophomore year.	80% of the students will receive at least a satisfactory rating (given by the music faculty) during their Sophomore Exit Interview.	at the end of Fall 2019, along their interview. They received a satisfactory rating.	Target Met
		1.1 (SAO)	Students will perform works from multiple musical periods on their major instrument at the end of their sophomore year.	90% of the students will score at least an 80 (on the 1-100 scale used in the “Sophomore Barrier Rubric).	Due to the Coronavirus pandemic, the sophomore barrier juries were postponed until the Fall of 2020 semester (since they usually take place at the end of the Spring semester) We did have a former transfer student complete their jury at the end of Fall 2019, and they received an A.	Target Met
Program - Nursing - ASN {2016-2017}	ASN graduates will be able to practice as competent health care professionals.	1.1 (SAO & SLO)	ASN Students will successfully pass the National Council Licensure Examination for Registered Nurses (NCLEX- RN).	The ASN graduate’s NCLEX-RN pass rate will be at least 80% of all first-time test-takers during the same 12-month period.	92.5% of graduating students passed the NCLEX on the first attempt.	Target Met
Program - Nursing - BSN {2016-2017}	BSN graduates will be able to practice as competent health care professionals.	1.1 (SAO & SLO)	BSN generic Students will successfully pass the National Council Licensure Examination for Registered Nurses (NCLEX- RN).	The BSN graduate’s first write NCLEX-RN pass rate shall be no less than 95% of that year’s national average as reported by the Institutions of Higher Learning.	62 of 65 graduates (May 2019) were successful on the first write of the NCLEX-RN exam which resulted in a 95.4% first write average. 2nd writes was 98.5%. National average for 2019 was 88.18%. [less] # Students Assessed: 65 # Students Met Target: 62	Target Met
Program - Nursing Practice - DNP {2016-2017}	Produce clinical scholars who are committed to lifelong learning, ongoing leadership, and the improvement of healthcare delivery in the local community, Mississippi, in the United States, and across the globe.	3.1 (SAO & SLO)	Provide leadership in the analysis, development, and implementation of health care policy on local, regional, national, and global levels.	At least 70% of all DNP students will submit a scholarly work (eg. poster, podium, publication, etc.) to a state, regional, national, or international journal or conference during their plan of study.	Three out seven DNP students at the time of reporting period of graduating DNP students have submitted a scholarly work to a state, regional, national, or international journals or conference during their plan of study.	Target Not Met
	Produce Nurse Practitioner leaders who will utilize the	1.1 (SAO & SLO)	Practice at the highest level of advanced practice nursing through integration of knowledge from nursing, science, ethics,	100% of DNP students are successful in passing FNP Certification exam (either ANCC or	No Post BSN to DNP students were admitted, no data collected. Nine MSN to DNP, all nine passed prior to	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	theoretical and scientific underpinnings for nurse practitioner practice to provide acute and chronic health care that is ethical, safe, evidence-based, culturally sensitive, interdisciplinary, technically sagacious, and appropriate for a diverse range of individuals and aggregates.	1.1 (SAO & SLO)	and the biophysical, analytical, and organizational sciences.	AANPCP) during the program (Post BSN to DNP) or prior to entry into the program students hold a national certification as an APRN (MSN to DNP).	admission into the program. Since the MSN students may be past graduates from different institutions there are certification pass rates. Their passing grades are in their admission file.	Target Met
Program - Nutrition and Health - Minor {2016-2017}	Students will engage in nutrition-related activities to gain practical experience.	2.2 (SAO)	Students will apply nutrition principles into their major discipline.	60% of students participating in the Exit Survey will state that their involvement in nutrition activities in the minor coursework was beneficial to enhancing their major.	I was FINALLY able to receive a list of students with a declared Nutrition minor but it was past the window of time to administer the survey for those graduating.	Inconclusive
Program - Philosophy (including Applied and Professional Ethics Certificate) - Minor {2016-2017}	Philosophy students will learn and apply critical thinking and philosophical reasoning skills.	1.3 (SAO & SPG D.4)	The philosophy department will support students in successfully completing philosophy courses to fulfill the critical thinking general education requirement.	Of students who complete philosophy classes, 17% or fewer will receive a grade of D or F.	<p>AY Total Average Score: $(58.32\% + 81.24\%) / 2 = 69.78 = 70\%$</p> <p>For Fall 2019, samplings from 10 courses were assessed according to their final scores: Total Fall Average Score = 58.32%</p> <p>For Spring 2020, samplings from 9 courses were assessed according to their final scores: Total Spring Average Score = 81.24%</p> <p>{Please see attached spreadsheet and original scans for individual student scores.}</p>	Target Not Met
		1.3 (SAO & SPG D.4)	The philosophy department will support students in successfully completing philosophy courses to fulfill the critical thinking general education requirement.	The average score of the philosophy minors in each course included in the sample will be 85% (grade of B) or higher to indicate the successful completion of the philosophy course.	There were no minors enrolled in the courses. No results were available to be collected.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Physical Sciences (including Secondary Education Certification) - BS {2016-2017}	Students will develop a strong knowledge base in physical sciences and education.	1.1 (SAO)	Students will demonstrate knowledge of principles, theories, laws in the physical sciences as well as educational theory, expectations and practices as state licensing requirements dictate.	90% of the students evaluated in the program will pass the Praxis Subject Assessments Test in Chemistry: Content Knowledge with a score of 151 or above.	No student took the Praxis Subject Assessment Test, since the one student that was up to take it has decided to unenroll in the program.	Inconclusive
		1.1 (SAO)	Students will demonstrate knowledge of principles, theories, laws in the physical sciences as well as educational theory, expectations and practices as state licensing requirements dictate.	90% of the students evaluated in the program will pass the Praxis Subject Assessments Test in Physics: Content Knowledge with a score of 139 or above.	No student took the Praxis Subject Assessment Test, since the one student that was up to take it has decided to unenroll in the program.	Inconclusive
		1.1 (SAO)	Students will demonstrate knowledge of principles, theories, laws in the physical sciences as well as educational theory, expectations and practices as state licensing requirements dictate.	90% of the students evaluated in the program will pass the Principles of Learning and Teaching (PLT) Test with a score of 157 or above.	No student took the PLT Test, since the one student that was up to take it has decided to unenroll in the program.	Inconclusive
Program - Physical Theatre (including Certificate) - MFA {2016-2017}	Students will exhibit research skills developed throughout the two years of coursework upon completion of the degree.	3.1 (SAO & RO)	Students will complete MFA Degree with a written thesis.	75% of students who complete the two years of coursework will submit a completed thesis within 5 years of entering the program (2.5 years after final coursework).	75% of students enrolled in the Final Cohort has successfully submitted their thesis in required framework. No more data will be collected on the remaining students needing to complete their theses	Target Met
Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	Students will demonstrate the ability to make a difference in the civic life of communities by showing evidence of the necessary knowledge, skills, values, and motivation to make that difference.	4.1 (SAO & GEO 4.a. & 4.b.)	Students will demonstrate that they have appreciation for and evidence of diversity of communities and cultures, analysis of knowledge, civic commitment, civic communication, civic action and reflection, and civic context and structures.	The overall average score for students in completing the Civic Engagement Project will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	In Fall 2019, POL 202 Affecting Political Change was taught and the assignment submissions, group work interactions, and reflections of five students enrolled in the course were monitored over the course of several civic engagement assignments and the entire body of work scored using the Civic Engagement VALUE Rubric. The assignments included periodic attendance and reporting on public meetings (most attended city council meetings), selection of an issue of concern to citizens of the local city (Columbus) or county (Lowndes), research into local, state, and national grant programs that might provide funding for a civic deliberation workshop on the issue, small-group work writing a preliminary grant proposal, and conducting a	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	Students will demonstrate the ability to make a difference in the civic life of communities by showing evidence of the necessary knowledge, skills, values, and motivation to make that difference.	4.1 (SAO & GEO 4.a. & 4.b.)	Students will demonstrate that they have appreciation for and evidence of diversity of communities and cultures, analysis of knowledge, civic commitment, civic communication, civic action and reflection, and civic context and structures.	The overall average score for students in completing the Civic Engagement Project will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	<p>deliberative discussion of gun control policy for an Honors class. Students also reflected on their experiences at the end of the course in an open discussion of the value of civic engagement - theirs and others' - and their ability to do so in existing and new ways.</p> <p>The overall average score for the class was 3.36, above the target of 3.0. Only one student failed to earn a 3.0 overall score on the rubric, at 2.6, and that student did not complete all assignments in the course; when the student was engaged, they often performed well. On all of the rubric's six dimensions, the class average was above a 3.0, and performance on the "civic communication" dimension improved markedly, from 2.9 in 2018-19 to 3.4 this year. The lowest class score this year was on the "civic identity and commitment" dimension, at 3.2.</p> <p>While the action proposed in 2019 to address the low civic communication score was implemented, it is not the most likely source of improvement. Instead, the growth in student ability to "tailor communication strategies to effectively express, listen, and adapt to others to establish relationships to further civic action" likely came from a new assignment and the lectures and practice sessions created to support it. This assignment was an in-class exercise in which students served as deliberative discussion moderators/facilitators for an Honors class. Students chose a hot-button issue--gun control policy--prepared a policy brief, received deliberative facilitator training from the instructor, and practiced with one another in</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	Students will demonstrate the ability to make a difference in the civic life of communities by showing evidence of the necessary knowledge, skills, values, and motivation to make that difference.	4.1 (SAO & GEO 4.a. & 4.b.)	Students will demonstrate that they have appreciation for and evidence of diversity of communities and cultures, analysis of knowledge, civic commitment, civic communication, civic action and reflection, and civic context and structures.	The overall average score for students in completing the Civic Engagement Project will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	class before the actual deliberative event. Students also divided the work of facilitation among themselves, with some taking primary responsibility for participating more directly in the conversation, asking questions and encouraging quiet members to speak up, while others took primary responsibility for note-taking and leading intermittent reflections on the conversation to that point. After the deliberative event had taken place, students had a debriefing session with the instructor, reflecting on the various views expressed, the difficulty of facilitating the discussion without imposing their own views on those of the participants, and the benefits of structured, deliberative civic engagement on community issues. Students benefited tremendously from the entire experience, and their increased learning was apparent when their performance as facilitators and comments in the debriefing session were measured against the criteria in the civic communication dimension.	Target Met
Program - Pre-Law - Minor {2019-2020}	The Pre-Law minor will prepare students to be successful law school applicants by connecting them to resources and familiarizing them with the process.	2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school admissions process as well as the specific components required in the typical law school application.	No fewer than 80% of students who complete IS 101 Law School Preparation will submit completed admissions portfolios, each containing a personal statement, a resume, a list of references, and an annotated list of the student's three most-preferred law schools.	Unable to complete assessment. IS 101 Law School Preparation has not been offered yet, since this is a new minor and there have not been enough students to justify offering the course. The course is being offered in Fall 2020, so next year we will be able to conduct this portion of the assessment plan.	Inconclusive
		2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school admissions process as well as the specific components required in the typical law school application.	The average score for completed admissions portfolios will be no lower than 70/100.	Unable to complete assessment. IS 101 Law School Preparation has not been offered yet, since this is a new minor and there have not been enough students to justify offering the course.	Inconclusive
Program - Professional	Students will be	1.2 (SAO &	Students will be able to demonstrate a	75% of students will correctly	This assessment was due to be	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Studies - BPS {2018-2019}	prepared for successful careers, including managerial and leadership roles, in a professional working environment.	SLO)	substantive knowledge of foundational concepts taught in the Professional Studies Core.	answer 80% of the questions on the capstone examination.	administered during the Spring of 2020 in PRO 490. Due to the public health emergency, the assessment was not administered. It will be administered both Fall of 2020 and Spring of 2021.	Inconclusive
Program - Psychology (including Minor) - BA, BS {2016-2017}	Psychology students will be prepared for graduate study and entry-level employment in the discipline.	2.2 (SAO)	The psychology program will offer research opportunities to students.	At least 75% of graduating seniors in psychology who complete the MUW Graduation Survey will indicate MUW's effectiveness at providing research opportunities as either excellent or good.	2019-2020 MUW Graduation Survey Results: Excellent - 29.03% Good - 45.18% Total - 74.21% Excellent - 9/31; 29% Good - 14/31; 45% Fair - 6/31; 19% Poor - 2/31; 6.5% N/A - 0/31; 0% Despite the online transition in the spring that at the very least resulted in less participation in PSY 455 research activities, a majority of graduating seniors indicated Good or better research opportunities. In fact, it should be noted that the target was missed by less than one percentage point.	Target Not Met
		2.2 (SAO)	The psychology program will offer research opportunities to students.	At least two students will work as a research assistant each semester (e.g., through PSY 449).	Two students (both psychology majors) conducted research under the supervision of departmental faculty.	Target Met
		2.3 (SAO)	The psychology program will prepare students for graduate study.	Each year a minimum of three alums in psychology will enter graduate programs in psychology or a related discipline.	As of 8 May, two students were accepted into graduate programs: one for a masters in linguistics and one for a doctorate in psychology.	Target Not Met
Program - Public Health - MPH {2016-2017}	Students graduating from this program will be able to assess individual and group health education and promotion needs.	2.2 (SAO)	Students will demonstrate a knowledge of all health education competencies.	70% of HED 597, HED 598, HED 599 (collectively) students completing the comprehensive exam will score 84% on all competency areas of the comprehensive exam on their first attempt.	21 students completed the comprehensive exam in the 2019-2020 reporting period. Of the 21 students taking the comprehensive exam, 17 (80.95%) of them score 84% or better. The results are listed in columns below: student/n correct/% correct A 129 86	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis			Result Type
Program - Public Health - MPH {2016-2017}	Students graduating from this program will be able to assess individual and group health education and promotion needs.	2.2 (SAO)	Students will demonstrate a knowledge of all health education competencies.	70% of HED 597, HED 598, HED 599 (collectively) students completing the comprehensive exam will score 84% on all competency areas of the comprehensive exam on their first attempt.	B	127	84.7	Target Met
					C	118	78.7	
					D	129	86	
					E	126	84	
					F	131	87.3	
					G	134	89.3	
					H	140	93.3	
					I	109	72.7	
					J	129	86	
					K	130	86.7	
					L	102	68	
					M	120	80	
					N	145	96.7	
					O	129	86	
					P	142	94.7	
					R	135	90	
					S	137	91.3	
					T	127	84.7	
					U	128	85.3	
					V	139	92.7	
					Average score:	128.9	85.9%	
Program - Public Health Education (including Minor) - BS, BAS {2016-2017}	Students graduating from this program will successfully advance their professional career.	4.1 (SAO)	Students graduating from this program will obtain one of the following upon graduation: job promotion as a result of degree, a new job as a result of degree, or acceptance into a graduate program.	75% of HED 498 students participating in the Exit Survey will state that they have obtained one of the following upon graduation: job promotion as a result of degree, a new job as a result of degree, or acceptance into a graduate program.	Students in HED 498 were given the exit survey during the 2018-2019 years (n=48) indicated that 10 were planning to graduate school, 4 received a job promotion, 13 had accepted or planned to accept a new job at the time of the survey, 10 did not respond to the question, and 11 did not take the survey. Of the students completing the survey (n=37) 73% (n=27) indicated either job promotion, a new job, or graduate school.			Target Not Met
Program - Religious Studies - Minor {2016-2017}	Religious studies minors will receive advising in the minor each semester and will complete the	3.1 (SAO & SPG D.2)	Religious studies minors will receive advising in the minor each semester to ensure the successful completion of the minor’s requirements.	100% of students will attend an advising session each semester with the Lead Faculty in Religious Studies and receive a copy of his/her internal audit sheet.	The religious studies minor had no students during this year. There was therefore no data available to collect.			Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Religious Studies - Minor {2016-2017}	minor.	3.1 (SAO & SPG D.2)	Religious studies minors will receive advising in the minor each semester to ensure the successful completion of the minor's requirements.	100% of students will attend an advising session each semester with the Lead Faculty in Religious Studies and receive a copy of his/her internal audit sheet.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
		3.1 (SAO & SPG D.2)	Religious studies minors will receive advising in the minor each semester to ensure the successful completion of the minor's requirements.	90% of students will attend a final audit confirming that all requirements of the minor have been met and will graduate with the minor.	The religious studies minor had no students during this year. There was therefore no data available to collect.	Inconclusive
Program - Secondary Teacher Education - MAT {2016-2017}	Candidates demonstrate an understanding of and are able to apply knowledge and skills specific to their discipline (Council of Accreditation for Educator Preparation, CAEP 1.1).	1.1a (SAO & SLO)	Candidates will be able to demonstrate an understanding of and apply knowledge and skills specific to their discipline by successful completion of the Internship.	Candidates will be able to demonstrate an understanding of and apply knowledge and skills specific to their discipline by scoring on average a 2 (Acceptable) or above on the Teacher Intern Assessment Instrument in ED 697, Internship Master of Education.	ED 697 faced significant challenges in the 2019-2020 academic year. The faculty member responsible for this course in the FA19 term was confronted by a major personal crisis and was not able to finish the course as planned (another faculty member finished the course but did not implement the Teacher Intern Assessment Instrument). ED 697 was complicated by COVID-19 in the SP20 term, and again this instrument was not implemented for this course in the spring.	Inconclusive
	Candidates demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards (Council of Accreditation for Educator Preparation, CAEP 1.4).	2.1 (SAO & SLO)	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully teaching secondary education students.	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career- supportive environments by developing a reading program specific to the needs of the school by scoring an average of 2 or above on the Teaching Unit Rubric in ED 697, Internship Master of Education.	ED 697 faced significant challenges in the 2019-2020 academic year. The faculty member responsible for this course in the FA19 term was confronted by a major personal crisis and was not able to finish the course as planned (another faculty member finished the course but did not implement the Teacher Intern Assessment Instrument). ED 697 was complicated by COVID-19 in the SP20 term, and again this instrument was not implemented for this course in the spring.	Inconclusive
Program - Sexual Health - Minor {2018-2019}	Students graduating with a minor in Sexual Health will successfully	1.1 (SAO)	Students graduating from this minor will important an increased understanding of the importance sexual health education within the field of public health.	75% of students participating in the Exit Survey will state that they have an increased understanding of the importance of sexual health education within the field of public	Assessment was not completed.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Sexual Health - Minor {2018-2019}	advance their professional career in sexual health.	1.1 (SAO)	Students graduating from this minor will important an increased understanding of the importance sexual health education within the field of public health.	health as a result of completing the minor in sexual health education.	Assessment was not completed.	Inconclusive
Program - Spanish (including Minor and K-12 Certification) - BA {2016-2017}	Students will be able to understand the meaning of original texts and draw cultural comparisons between Hispanic cultures and their own.	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 average score 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.	1 student scored a 3. 12 students scored a 2. 7 students scored a 1. Total average: 1.7	Target Not Met
	Students will be able to understand the meaning of simple cultural readings and advertisements and draw cultural comparisons between Hispanic cultures and their own.	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 average score 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.	1 student scored a 3. 12 students scored a 2. 7 students scored a 1. Total average: 1.7	Target Not Met
Program - Speech Language Pathology - BS {2016-2017}	SLP undergraduates will develop an ability to integrate principles of speech-language pathology with principles of clinical practice.	1.3 (SAO)	Undergraduate students will complete 25 hours of clinical observation.	At least 90% of graduating students will complete at least 25 hours of clinical observation with the appropriate documentation.	100% of graduating seniors completed at least 25 hours of clinical observation with the appropriate documentation.	Target Met
Program - Speech Language Pathology - MS {2016-2017}	The speech-language pathology graduate student will demonstrate knowledge of basic communication and swallowing processes and associated disorders.	1.1 (SAO)	SLP graduate students will successfully complete the Praxis Examination in Speech-Language Pathology.	90% of the cohort of students completing the M.S. degree will earn a passing score on the Praxis Examination in Speech-Language Pathology.	As of June 17, 10 of 16 students have taken and passed the Praxis exam. The 6 remaining students were scheduled to take the Praxis in April/May but due to Covid-19 the testing center closed and did not allow students to take the exam. Based on the data we have 100% of the students who took the exam passed but only 62.5% have taken the exam to date.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Theatre - BA (including minor) {2016-2017}	To provide high quality theatrical production opportunities, creative activities, and practical experiences for our students.	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.	66% of students (2out of 3) answered questions #3 and #4 satisfactorily, showing they understood the importance of acquiring the necessary skills to pursue a career in Theatre or Theatre Education. Please see the related documents on Student responses. [less]	Target Not 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 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.	Sophomores & 1 1st Year Transfer Avg. Score: 3.5 Juniors Avg. Score: 3.4 Seniors Avg. Score: 3.6 90% of students achieved Proficiency	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 freshmen, sophomores, first year transfers, juniors and seniors. Students must show proficiency before being allowed to complete Internship and/or graduate.	Sophomores and one 1st-Year Transfer Avg. Score: 3.5 Juniors Avg. Score: 3.7 Seniors Avg. Score: 3.7 94% of students achieved Proficiency.	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%.	No students were eligible for enrollment in this class.	Inconclusive
		2.3 (SLO & SAO)	Students will effectively demonstrate their comprehension and developed abilities by synthesizing the sum of their knowledge gleaned in the Theatre curriculum to independently devise a	90% of graduating seniors are expected to achieve Proficiency. Proficiency is defined as scoring at least 90% (A-) on the Senior Exit Project Rubric.	One student met the criteria for this SLO. This student scored a perfect score of 1000 which is an A+ [less]	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.3 (SLO & SAO)	creative piece with a unique point of view.	90% of graduating seniors are expected to achieve Proficiency. Proficiency is defined as scoring at least 90% (A-) on the Senior Exit Project Rubric.	One student met the criteria for this SLO. This student scored a perfect score of 1000 which is an A+ [less]	Target Met
Program - University Studies (C2C) - {2019-2020}	Students will be able to demonstrate an understanding of and integrate content and skills specific to their student focus groups.	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	Assessment Plan developed at the end of Spring 2020. No data collected for the 2019-2020 year.	Inconclusive
Program - Women's Gender, and Sexuality Studies (including Minor) - BA {2016-2017}	The students, through critical examination, will become cognizant of the status of women in diverse cultural contexts and time periods.	1.2 (SAO)	By the completion of the minor or major program in women's studies, the students will complete a direct mentor or internship experience with a woman who works in a non-traditional field, in a non-profit organization with a connection to improving women's lives, or in a field which documents women's lives and experiences.	90% of students will be able to provide at least two specific examples of personal or intellectual growth in their knowledge about women's experiences which was gained during their mentoring or internship experience.	In the fall of 2019, one women's studies major completed a WS 401 Internship with the NEWLeadership Mississippi directors in preparation for the May 2020 annual program which trains young college women in Mississippi in different types of public service. Although this year's NEW Leadership MS, was cancelled, the intern completed all of the preliminary work required. This intern gathered information from previous attendees and produced recruiting literature. She also used email and social media to promote NEWLeadership Mississippi and to recruit possible attendees. She starred in a promotional video in which she talked about her experience as a NEWLeadership MS participant in May 2019. In her reflection, she talked about how her participation in this internship increased her interest in political science and public policy analysis, and she also said that the internship especially enhanced her knowledge in completing her senior Honors thesis	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Women's Gender, and Sexuality Studies (including Minor) - BA {2016-2017}	The students, through critical examination, will become cognizant of the status of women in diverse cultural contexts and time periods.	1.2 (SAO)	By the completion of the minor or major program in women's studies, the students will complete a direct mentor or internship experience with a woman who works in a non-traditional field, in a non-profit organization with a connection to improving women's lives, or in a field which documents women's lives and experiences.	90% of students will be able to provide at least two specific examples of personal or intellectual growth in their knowledge about women's experiences which was gained during their mentoring or internship experience.	in women's studies, which analyzed young Nepali people's knowledge of women political leaders.	Target Met
	The Women's Studies program will meet students' needs by preparing them for graduate/professional school and/or the workforce.	3.2 (SAO)	Students will be actively engaged using their Women's Studies degrees.	25% of students are enrolled in graduate programs	The MUW Alumni Survey will be administered in 2022.	Inconclusive
		3.2 (SAO)	Students will be actively engaged using their Women's Studies degrees.	75% of students are enrolled in graduate programs, employed in the field, or employed in a field where they regularly utilize the skills acquired in the Women's Studies program.	The Department Social Media Survey is now informal and ongoing, and is not administered once a year. Instead, the department chair announces successes of graduates as they are relayed, and graduates also post their own updates. This year we had no significant changes among our alumnae, who are all working in their field or in a related field. The two current graduates are both attending graduate school in the fall, both in fields connected to women's studies. A third graduate who completed her degree in 2013 is returning to pursue our MA in Women's Leadership in August, 2020.	Target Met
		3.2 (SAO)	Students will be actively engaged using their Women's Studies degrees.	75% of students participating in the Alumni Survey will state that they are currently working in their field of study or in a field where they regularly use the skills acquired in the Women's Studies program.	The MUW Alumni Survey will be administered in 2022.	Inconclusive
Program - Women's Leadership - MA {2016-2017}	The Women's Studies program will meet students' needs by preparing	4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	15% of students participating in the Alumni Survey will state that they are enrolled in a higher level graduate programs	The MUW Alumni Survey will be administered in 2022.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Women's Leadership - MA {2016-2017}	them for further graduate/professional school and/or leadership in the workforce.	4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	15% of students participating in the Alumni Survey will state that they are enrolled in a higher level graduate programs	The MUW Alumni Survey will be administered in 2022.	Inconclusive
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	5% increase from the previous academic year of Women's Studies alumni students participating in the Survey stating that they are either employed in a field where they regularly use the skills acquired in the master's program of Women's Leadership program or are enrolled in a higher level graduate/professional program connected with women's leadership.	This year the Department Social Media Survey was done more informally in a focus group. The previous graduates are continuing in their careers as described in last year's assessment. This May five women completed their degrees. One is returning to her native country to a promotion which is a result of her new degree. She plans to pursue a Ph.D. in Women's Leadership within three years. Number two has been accepted into an Educational Leadership doctoral program. Number three, because of her fundraising experience in her WS 510 practicum, is seeking a position in non-profit leadership, and has already written a successful grant proposal for a women's mission centered local public university. Number four is continuing her career in the USAF, and has been commended by her immediate superior for her completion of this master's program. Number five plans to continue her work in women's non-profit activism, and is considering a doctoral degree. All agree that this degree has opening new personal and professional doors for them.	Target Met
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	75% are employed in the field or employed in a field where they regularly utilize the skills acquired in the master's of Women's Leadership program.	The MUW Alumni Survey will be administered in 2022.	Inconclusive