

# Student Achievement Outcome Results Report 2020-2021

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.	There were no students in the BS in Accounting program for AY 2020/2021.	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 did meet our target. Out of the 16 total questions only 4 had 1 student mark below satisfied, resulting in 75% of the questions (12) we all at satisfied or above.	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.	We are pleased that we met our assessment target. Our lowest scoring area that needs attention is the artist statement evaluation (area 5) An possible solution would be to shift the artist statement to a process narrative. The students are not quite mature as artists to create a well round statement, but a process statement would be appropriate for the level of graduates in our program.	Target Met
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.	1/20 students scored above the 50th percentile - 5% 19/20 students scored below the 50th percentile - 95%	Target Not Met
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 BBA , BAS, and BS students.	Target Not Met

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(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>1% of Accounting students passed the ethics exam in the capstone course with a 70 or above. 1 out of 10</p> <p>27.5% of General Business students passed the ethics exam in the capstone course with a 70 or above. 8 out of 29</p> <p>41.8% of Management students passed the ethics exam in the capstone course with a 70 or above. This data included Management, Health Care Management, and Human Resource Management students. 18 out of 43</p> <p>33.3% of Management Information Systems students passed the ethics exam in the capstone course with a 70 or above. 3 out of 9</p> <p>1.6% of Marketing students passed the ethics exam in the capstone course with a 70 or above. 1 out of 6</p>	Target Not Met
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 BBA , BAS, and BS students.</p> <p>1% of Accounting students passed the ethics exam in the capstone course with a 70 or above. 1 out of 10</p> <p>27.5% of General Business students passed the ethics exam in the capstone course with a 70 or above. 8 out of 29</p> <p>41.8% of Management students passed the ethics exam in the capstone course with a 70 or above. This data included Management, Health Care Management, and Human Resource Management students. 18 out of 43</p>	Target Not Met

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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.	33.3% of Management Information Systems students passed the ethics exam in the capstone course with a 70 or above. 3 out of 9  1.6% of Marketing students passed the ethics exam in the capstone course with a 70 or above. 1 out of 6	Target Not Met
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.	AY 2016 - 2017 (SU, FA, SP) 9 students enrolled AY 2017 - 2018 (SU, FA, SP) 6 additional students enrolled AY 2018-2019 (SU, FA, SP) 7 additional students enrolled AY 2019-2020 (SU, FA, SP) 7 additional students enrolled AY 2020-2021 (SU, FA, SP) 32 additional students enrolled  As of Spring 2021: 61 students have been accepted into the program 24 students have graduated 5 students either withdrew or were removed from the program 32 students are still progressing through the program	Inconclusive
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.	Because there were no graduating Chemistry majors in 2020-2021, no Chemistry majors took the MFT.	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 mean score for the sampled student portfolios was 86.7 on a 100-point scale using the departmental Communication Student Portfolio rubric. Of the 6 portfolios sampled, 6 scored 80 or better, for a total of 100	Target Met

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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.	percent (above the 80 percent threshold). Overall, these results are positive, especially given the limitations imposed by the Covid pandemic during the last year. Once again, a potential area of improvement is in the breadth of work presented (some portfolios suffered because prior work had been misplaced or not saved), but these portfolios were heavily affected by Covid restrictions, so it is difficult to draw conclusions from this year's data.	Target Met
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 10 students who completed thesis, 5 completed the Thesis survey. 3 of the five reported that they had published a story, poem, etc. and 2 responded that they had not. One of these responded Strongly Disagree on every question, yet in written comments was quite positive about the program, which might suggest that this student was confused about the meaning of the numerical ranking. In any case, at least 1 out of 5 had not published, which would mean only 80% had, As in previous years, the other concern is the low response rate to the survey.	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.	Due to the public health emergency and this program being without a director for a year, very little academic assessment has taken place.	Inconclusive
Program - Digital Studies - Minor {2019-2020}	Students will identify an issue within their major discipline(s) that they will address	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.	No minor declared prior to Spring 2021, so no data collected.	Inconclusive

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Program - Digital Studies - Minor {2019-2020}	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.	No minor declared prior to Spring 2021, so no data collected.	Inconclusive
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.	Only one (1) student was enrolled in ED 404 - Teacher Internship: Early Childhood in the 2020 - 2021 Academic Year, in the Fall 2020 Term. No analysis was conducted for this outcome for the 2020 - 2021 Academic Year.	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 M.Ed. in Education graduates, FA20 and SP21, graduated on time.	Target Met
Program - Elementary Education - BS {2016-2017}	Candidates demonstrate an understanding of	1.1 (SAO & GEO 5.a.)	Candidates will be able to demonstrate an understanding of and apply knowledge and skills specific to their	Candidates will be able to demonstrate an understanding of content knowledge and skills to	All students who completed the Portfolio assignment in ED 404 Internship: Elementary Education in	Target Met

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Program - Elementary Education - BS {2016-2017}	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.)	discipline by developing and teaching an interdisciplinary unit.	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.	the Fall 2020 semester scored 2.0 or better for InTASC #4 when assessed using the AAC&U Lifelong Learning Value Rubric. Additionally, the overall average for the group was 3.49.  No data is available for the SP21 semester as of 4/9/21.	Target Met
	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.	Only 55% of students cored 2.0 or better on the TIAI this past Fall 2020, with the overall average for the group being 1.97.	Target Not 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 all Elementary Education students who entered the Teacher Education Program completed the program and obtained or will obtain a teaching License.	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 MUW Alumni Survey will be administered in 2022.	Inconclusive
		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	The survey will be administered in 2022.	Inconclusive

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		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	regularly use the skills acquired in the English program.	The 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.	<p>On the MUW Graduation Survey, 6 students were reported as English majors. Of these, when asked about employment</p> <p>0 indicated that that they were employed in their field of study</p> <p>4 indicated they were looking for full-time employment in their field of study</p> <p>2 indicated they are employed part-time not in their field of study (though three listed employers)</p> <p>1 indicated N/A on the question about employment</p> <p>1 did not answer the question</p> <p>When asked about plans for graduate school</p> <p>1 indicated that they were planning to enroll in the MAT program at The W.</p> <p>This does not seem atypical for students at The W in English. English Ed students often have not secured placement in a school by the time of graduation, but usually do by the end of summer. Other students may not have definite graduate school plans, but then are accepted into a graduate program later. This happened for at least one student who graduated in May and has been offered an assistantship from Western Illinois University. Another student applied for the same program, though we haven't heard her results. A third is teaching part-time in Spanish and Drama and may apply to graduate school. Though these results look low (1 student with definite plans out of 6). it is not at all atypical for the field. Finding employment in English (how do we define that? or how do</p>	Target Not Met

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		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.	students define it on the survey?) can take considerable time.	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% of graduates were successful in passing ANCC and 90% passed on the first write on the AANP. 95% passed on the second write of AANP.	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.	The Post-Graduate Advanced-Practice Registered Nurse Certificate students' first write for FNP Certification exam will be evaluated by the department faculty to determine if the achievement target was met.	Inconclusive
		1.3 (SAO & SLO)	Provide leadership in practice to promote high quality, safe, cost-effective, culturally appropriate, and ethical patient care.	All students (100%) will complete the final clinical check off with a minimum grade of B prior to graduation according to the course and program guidelines.	Thirty one students made an A.	Target Met
Program - Family Science (including CAST Certificate) - BS {2016-2017}	Students will conduct themselves in a professional and an ethical manner when working with families.	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 on this question from the Senior Exit Survey was a 9.3, indicating that students believe the program has prepared them to work ethically upon graduation. Note that 10/11 students completing the internship in the current AY completed this survey.	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	The average rating of the program by the 10 students (of 11 students in the internship course for AY 2020-2021) completing the Senior Exit Survey for the 2020-2021 AY was 9.6/10; thus,	Target Met



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		2.1a (SAO)	Students will feel that the Family Science program has prepared them to work professionally and ethically upon graduating.	rate of satisfaction on the Senior Exit Survey as a 6 on a scale of 1 to 10.	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.	100% of students completing the course for AY 2020-2021 earned at least a grade of B on the Worksite Supervisor's Evaluation Rubric form; 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 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.	The average score for the 11 students who completed FSC 499 for the 2020-2021 AY on the Worksite Supervisor's Evaluation Form was 32; thus, the target was met.	Target Met
Program - Film Studies - Minor {2016-2017}	Students will exhibit the ability to understand and critically assess films.	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.	This survey was not conducted as planned. However, FLM 405 in the fall semester focused exclusively on Japanese films.	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.	This survey was not conducted as planned. However, various film courses offered during this academic year covered films produced from 1902 to 2020.	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.	Departmental faculty surveyed films viewed by students in FLM 101, FLM 201, FLM 301, and FLM 405 to assess the variety of film genres viewed by students in these courses. All students (100 percent) had viewed films from more than two genres. Action, drama, horror, and science fiction genre films were the most common types, and a variety of other genres (Western, musical, crime, and war) were also viewed. (Student film viewing was surveyed per course, so total might reflect students enrolled in more than one course.)	Target Met
Program - French -	Students will use	3.1a (SAO &	Students will have a five to ten minute	75% of non-French minors taking	Three students were assessed in FLF	Target Met



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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.	1. By appreciating the reality of 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:	questions (average score of final exam, including all questions, is 86%).	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.	In Fall 2020 a new faculty member taught HIS 499 for the first time. While the faculty member thought he understood all the facets of the assessment program for the course, he did not remember the Capstone survey requirement. For this reason, he did not survey the Capstone students. Since this class is only offered to seniors, it was not possible to correct the oversight by the time the mistake had been caught, since the students had graduated and were not checking their email.  We've had many difficulties with this piece of our assessment in previous years, namely that students did not always respond to the survey. We had that fixed by making the survey a mandatory part of Canvas, but since the class rotates among all history faculty, it is simply difficult for the faculty to catch all the assessment aspects, especially when they are teaching it for the first time. Between the changes to the course related to COVID 19 and the faculty member being new, this is one aspect of the assessment that fell through the cracks in 2020.	Inconclusive
Program - Honors College {2016-2017}	The Honors College will support students graduating with Honors to enter	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	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	Of the 17 students graduating in 2020-2021, 35% (6) reported acceptance to and plans to attend graduate school in fall 2021 and 35% (6) reported taking an internship or	Target Met

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Program - Honors College {2016-2017}	graduate school or a position in the student's chosen profession upon graduation.	4.1 (SAO)	positions.	position in the student's chosen profession upon graduation.	professional position immediately after graduation, for a total of 70%. However, an additional 18% (3) reported that for the upcoming year they will be taking additional coursework and/or shadowing in their prospective field (dentistry, general medicine, physical therapy) and applying for professional school to enter fall 2022. (Two of these three applied in the 2020-21 cycle--an abnormally competitive one--and were denied with feedback for further preparation to be accepted in 2022. The third student has been advised they need the shadowing hours before applying.) Given their clear goals for professional school, these three students should be included, for a total of 88%, well above the target rate of 80%. The Honors Director discussed this Achievement Target with the Honors Faculty Committee in fall 2020, and it was agreed that supplementing the exit survey with one-on-one meetings with HO 401/402 students (which were required for the courses this year) is a good idea, though for the time being the achievement target can focus on the exit survey as confirmation of verbal reports given to the Director. This is the second consecutive year the target has been met (while below target the three years prior), but this is only if the three students doing shadowing/additional preparation in 2021-2022 are pulled in. However, their situation can potentially be attributed at least in part to higher rates of application to medical/dentistry schools during the public health crisis.	Target Met
Program - Human Geography - Minor	Increase students' ability in the study	5.1 (SAO)	Human Geography minors who are seniors will have a strong overall average	The overall average of final grades in GEO coursework for seniors with	One student graduated in during the 2020-21 school year with a geography	Target Met

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{2019-2020}	of geography	5.1 (SAO)	of final grades in GEO coursework.	a Human Geography minor will be 80 percent.	minor. I averaged the student's grades in all geography classes, using the lowest percentage in the range for that grade. For example, I recorded a B as an 83% and a B+ as an 87%. The student graduated with a B average (83%) in geography courses.	Target Met
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 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.	One student completed the IS Capstone in the 2020-21 year. That student scored an A overall in the course.	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.	One student completed the IS Capstone in the 2020-21 year. That student scored an A overall in the course.	Target Met
Program - Kinesiology (including Exercise Science Minor) - BS {2016-2017}	The MUW Health & 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.).	Three Kinesiology students were accepted to PDT programs in Physical Therapy. One Kinesiology student was accepted to a DPT program in Occupational Therapy.	Target Met

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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.	Fourteen (14) Legal Studies' students graduated in AY 2019-2020. Data is still being collected from this cohort and results will be updated.	Inconclusive
		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 certified paralegal or taken steps to further their education with graduate programs or law school.	Because of safety measures to de-densify campus taken due to the Covid-19 pandemic, the survey was not administered to students in 2020-2021. No data available.	Inconclusive
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.	100% of students earned a semester grade of C or better. The only student earned a B.	Target 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 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.	During the 2020-2021 academic year, there were 9 sophomores who had to complete the barrier. Five of them were carried over from the 2020 year, when COVID 19 shutdown did not allow for a proper exam to take place. We have had the following results: eight students scored Satisfactory, while the 9th scored an Unsatisfactory result. The target was met for this goal.	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).	During the 2020-2021 academic year, there were 9 sophomores who had to complete the barrier. Five of them were carried over from the 2020 year, when COVID 19 shutdown did not allow for a proper exam to take place. We have had the following results: one student score 99%, two students scored 95 %, 4 students scored 90 %, one student scored 85% and one student scored 60%. The student who	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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).	scored 60% was awarded a grade of F for the barrier and subsequently failed his MUS 222 applied lessons. They will have to retake the course and perform another sophomore barrier the following semester.	Target Not 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.	43/47 ASN students passed the NCLEX examination on their first attempt for a rate of 91.5%	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.	56 of 60 graduates (May 2020) were successful on the first write of the NCLEX-RN exam which resulted in a 93.3% first write average. All 4 retested and passed in 2020 so 100% for the year was reported to IHL.	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.	No 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 and Practitioner leaders who will utilize the theoretical and scientific underpinnings for nurse practitioner practice to provide acute and chronic health care that is ethical, safe, evidence-based, culturally sensitive, interdisciplinary,	1.1 (SAO & SLO)	Practice at the highest level of advanced practice nursing through integration of knowledge from nursing, science, ethics, and the biophysical, analytical, and organizational sciences.	100% of DNP students are successful in passing FNP Certification exam (either ANCC or 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).	No Post BSN to DNP students were admitted, no data collected. Fifteen MSN to DNP, all fifteen passed prior to NU 799. Since the MSN students may be past graduates from different institutions there are no certification pass rates. Their passing grades are in their admission file.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	technically sagacious, and appropriate for a diverse range of individuals and aggregates.	1.1 (SAO & SLO)	Practice at the highest level of advanced practice nursing through integration of knowledge from nursing, science, ethics, and the biophysical, analytical, and organizational sciences.	100% of DNP students are successful in passing FNP Certification exam (either ANCC or 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).	No Post BSN to DNP students were admitted, no data collected. Fifteen MSN to DNP, all fifteen passed prior to NU 799. Since the MSN students may be past graduates from different institutions there are no 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.	Due to the public health emergency and this program being without a director for a year, very little academic assessment has taken place.	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>Final grades for all courses taught by full-time faculty (18 total) were assessed.</p> <p>Fall 2020 77% of students in the 10 classes scored C or higher. 169 total students. 130 students met target. Spring 2021 75% of students in the 8 classes scored C or higher. 118 total students. 88 students met target. For 20-21 AY, 218/287=0.759 or 76% of students met the target.</p> <p>To calculate average course grades, As were treated as 95%, Bs were treated as 85%, Cs were treated as 75%, Ds were treated as 65%, and Fs were treated as 30%. Ws, WPs, and WFs were not included in the calculations. Using this method, the average score for Fall 2020 was 80%. The average score for Spring 2021 was 79%. The average score for the 20-21 AY was 79.5%.</p>	Target 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	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
		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 successful completion of the philosophy course.	There were no minors enrolled in the courses. No results were available to be collected.	Inconclusive
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 - 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.	Unable to assess due to lack of data. Due to restrictions on face-to-face activity and because all graduating seniors required the course , POL 202 was not offered in 2020-2021.	Inconclusive
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.	All four students enrolled in Law School Preparation completed their admissions portfolio assignments in full.	Target Met
		2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school	The average score for completed admissions portfolios will be no lower than 70/100.	Among the four students who completed IS 101 in Fall 2020, the average score for completed	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.1 (SLO & SAO)	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.	portfolios was 75/100, just above the achievement target. The individual scores ranged from a high of 85% to a low of 62%. Looking at the portfolio elements, students scored best, on average, on the annotated list of their preferred law schools (84%) and worst on their list of references (61%). The lowest individual scores were due to the failure of two students to submit some of the elements during the first draft stage of the assignment.	Target Met
Program - Professional Studies - BPS {2018-2019}	Students will be prepared for successful careers, including managerial and leadership roles, in a professional working environment.	1.2 (SAO & SLO)	Students will be able to demonstrate a substantive knowledge of foundational concepts taught in the Professional Studies Core.	75% of students will correctly answer 80% of the questions on the capstone examination.	Of the 15 students assessed for the Fall and Spring terms, 10 met target.	Target Not Met
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.	2020-2021 MUW Graduation Survey Results: Excellent - 27.27% Good - 45.45% Total - 72.72%  Excellent - 3/11; 27% Good - 5/11; 45% Fair - 2/11; 18% Poor - 1/11; 9%  As was the case last year, most graduating seniors reported Good or better research opportunities. The target was again narrowly missed: by 2 percentage points this year.	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).	No students worked as research assistants. Three students (two were psychology majors) conducted research under the supervision of departmental faculty during Fall 2020. All completed literature reviews, the two psychology majors initiated honors projects.	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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 11 May 2021, three alums were accepted into graduate programs: one for a masters in clinical mental health counseling, one for a masters in educational counseling, one for a masters in applied behavior analysis.	Target 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.	<p>The comprehensive exam changed from a multiple choice exam to an essay test. As a result, for this assessment period this SLO was assessed differently. 15 students completed the comprehensive exam. Twelve students passed on the first attempt. Three students passed on the second attempt.</p> <p>This assessment is not scored on a rubric rather than on number of questions correctly answered.</p>	Inconclusive
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 opportunity to indicate if they will receive a job promotion, a new job, or acceptance to graduate school as a result of the degree during the 2020-2021 year (n=45) indicated that 11 were planning to graduate school, 1 received a job promotion, 13 had accepted or planned to accept a new job at the time of the course, 15 did not respond to the question, and 5 did not take. Of the students completing, (n=40) 63% (n=25) 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 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	90% of students will attend a final audit confirming that all	The religious studies minor had no students during this year. There was	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		3.1 (SAO & SPG D.2)	ensure the successful completion of the minor's requirements.	requirements of the minor have been met and will graduate with the minor.	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.	The TIAI was not implemented in the 2020-2021 academic year. ED 697 was taught by adjuncts who were not trained to incorporate this assessment correctly.	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.	The Teaching Unit Rubric was not implemented in the 2020-2021 academic year. ED 697 was taught by adjuncts who were not trained to incorporate this assessment correctly.	Inconclusive
Program - Sexual Health - Minor {2018-2019}	Students graduating with a minor in Sexual Health will successfully 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.	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 health as a result of completing the minor in sexual health education.	Faculty teaching this course left the university. The course was not offered.	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	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.	FLS 102 Cultural Capstone average score = 3.0 FLS 201 Cultural Capstone average score = 2.3 Total average = 2.6	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Spanish (including Minor and K-12 Certification) - BA {2016-2017}	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 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.	FLS 102 Cultural Capstone average score = 3.0 FLS 201 Cultural Capstone average score = 2.3 Total average = 2.6	Target 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 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.	FLS 102 Cultural Capstone average score = 3.0 FLS 201 Cultural Capstone average score = 2.3 Total average = 2.6	Target 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.	94% (30/32) students graduating with a B.S. in SLP and students completing the prerequisite requirements earned 25 or more of clinical observation hours. Accrual of hours are verified by faculty. Documentation of individual students' hours are on file in the SLP program office.	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.	94% of the students earned a passing score on the Praxis Examination in Speech language Pathology (5/24/2021).	Target Met
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.	Of the surviving responses (see "Notes" below) 1 out of 1 (100%) 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	Target Met

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.	documents on Student responses.	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 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.	Freshmen: 2 out of 2 students met the target (100%). Sophomores: 2 out of 3 students met the target (66%). Juniors: 3 out of 3 students met the target (100%). Seniors: 2 out of 3 students met the target (66%). Overall: 9 out of 11 students met the target (82%).	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.	Freshmen: 4 out of 4 students met the target (100%) Sophomores: 3 out of 4 students met the target (75%) Juniors: 4 out of 4 students met the target (100%) Seniors: 1 out of 2 students met the target (50%) Overall: 12 out of 14 students met the target (86%)	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 creative piece with a unique point of	90% of graduating seniors are expected to achieve Proficiency. Proficiency is defined as scoring at least 90% (A-) on the Senior Exit Project Rubric.	No seniors graduated this year so were not able to assess this outcome.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.3 (SLO & SAO)	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.	No seniors graduated this year so we were not able to assess this outcome.	Inconclusive
Program - Theatre Education (MFA) {2020-2021}	Develop a pedagogical approach to teaching Theatre at the K-12 level that adheres to state and national teaching standards	3.3 (SAO)	Demonstrate a mastery of skills and competency by completing a thesis focusing on concepts learned and applied to real-world situations.	75% of students must have an average score of “3” on both rubrics.	The first complete cycle of classes will not be completed until July, 2021. Assessments not measured yet.	Inconclusive
		3.3 (SAO)	Demonstrate a mastery of skills and competency by completing a thesis focusing on concepts learned and applied to real-world situations.	75% of students should indicate the overall experience was “Satisfactory” or better	The first complete cycle of classes will not be completed until July, 2021. Assessments not measured yet.	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.	Women's studies majors will complete WS 401 Internship with the NEWLeadership Mississippi directors in preparation for the annual program, which trains young college women in Mississippi in different types of public service.	Inconclusive
	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 next be administered in 2022. We will assess the results at that time.	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.	No Social Media Surveys were administered this year. So, there is no data to assess.	Inconclusive
		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	This survey is next scheduled for 2022. We will assess the results at that time.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Women's Leadership - MA {2016-2017}	The Women's Studies program will meet students' needs by preparing them for further graduate/professional school and/or leadership in the workforce.	3.2 (SAO)	Students will be actively engaged using their Women's Studies degrees.	of study or in a field where they regularly use the skills acquired in the Women's Studies program.	This survey is next scheduled for 2022. We will assess the results at that time.	Inconclusive
		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	Survey will next 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.	Survey information not accessed. This could be continuing changes due to the COVID-19 pandemic.	Inconclusive
		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.	Survey will next be administered in 2022	Inconclusive