

Student Achievement Outcome Results Report 2021-2022

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	3 Seniors were surveyed using an online form, with all of the students scoring satisfied or greater on the senior exit survey. 13 of the 16 questions score a Very Satisfied response from all participating students. Only 3 areas scored slightly lower with More Than Satisfied- those questions concerned the ART 100 seminar providing useful information, the students were encouraged to participate in competitions/conferences, and did they feel prepared/ready to enter their emphasis area after graduation.	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 modified the evaluative rubric originally with 6 areas of assessment to 5 areas. So the new goal is: The average score of students assessed will be 2pts with “3 -meets expectations” out of the five total areas using the department Senior Exhibition Review rubric.	Target Met
					4 seniors were enrolled in ART 499 Senior Exhibition Seminar and participated in a group exhibition highlighting their BFA thesis works. Areas of highest scores were Design Principles, Presentation of Work, and competency in a body of work/portfolio. The lowest scores were found in the analysis of their written statements.	
Program - Art History - Minor {2019-2020}	To provide non-BFA students a focused study of artists and various art movements within the Art History minor.	3.1 (SAO & SPG A.1)	Students will successfully complete the minor course requirements.	80% of the students will have an average minor GPA of 2.5	With regard to the art history minor, the achievement target is that 80% of the students in the minor will have an average minor GPA of 2.5. There was only one student in the minor this year, and she earned a GPA of 3.83 in her minor area.	Target Met
Program - Biology	The student will	2.2 (SAO)	In keeping with the University Mission to	More than 50% of the students	Only 4% of the 25 graduating seniors	Target Not

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(including Minor and Secondary Education Certification) - BS {2016-2017}	tap into the interdisciplinary nature of science, in both understanding material across disciplines and in communicating and collaborating across disciplines.	2.2 (SAO)	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.	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.	who took the Biology Major Fields Test scored above the 50th percentile. Target was not met. The average percentile for the students taking the test was the 14th percentile.	Met
Program - Business Administration (including Minors and Certificates) - BBA, BAS {2016-2017}	Students graduating from this program will obtain one of the following upon graduation: gainful employment as a result of degree or acceptance into a graduate program.	5.1 (SAO, SPG D.4)	Students will be able to pursue opportunities in graduate education and/or employment opportunities.	75% of capstone students participating in the Exit Questionnaire will state that their education adequately prepared them for employment and/or graduate school.	We changed the assessment during the 2021/2022 to include employment and graduate school. Previously the assessment only included employment. The assessment tool used during 2021/2022 did not ask the question about their education adequately preparing them for graduate school. We revised the assessment tool (i.e. Exit Questionnaire) to include both employment and graduate school during the 2021/2022 year, but it will be administered to the students until the 2022/2023 academic year. Therefore, the assessment for both employment and graduate school is inconclusive. The assessment did show that 70% of participants in the Exit Questionnaire indicated their education adequately prepared them for employment. Since this did not meet our 75% target, we can consider this part of the assessment to have not been met.	Inconclusive
		5.1 (SAO, SPG D.4)	Students will be able to pursue opportunities in graduate education and/or employment opportunities.	75% of capstone students participating in the Exit Questionnaire will state they have plans to seek a job promotion as result of the degree, a new job in their chosen career/field of study as a result of the degree, and/or apply to a graduate program.	This assessment is inconclusive. This is a new assessment target for our program. The assessment tool used during the 2021/2022 academic year did not include this question so we cannot report on it. We have revised the assessment tool (i.e. Exit Questionnaire) to include this	Inconclusive

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		5.1 (SAO, SPG D.4)	Students will be able to pursue opportunities in graduate education and/or employment opportunities.	75% of capstone students participating in the Exit Questionnaire will state they have plans to seek a job promotion as result of the degree, a new job in their chosen career/field of study as a result of the degree, and/or apply to a graduate program.	<p>measurement and it will be administered to the students starting in the 2022/2023 academic year.</p> <p>The assessment tool did indicate that 36% of our students are planning to attend graduate school after graduation.</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.	75% of students enrolled in the MBA program will be retained after 2 semesters.	<p>The MBA program has a rolling enrollment and admits students Fall, Spring and Summer. As of the reporting date, the summer semester for AY 2021/2022 has not yet concluded. As such, the data for this assessment will always be one year behind.</p> <p>The data below is for the 2020/2021 academic year. 25 students admitted (Fall, Spring, Summer) 22 students retained 88% of the students enrolled in the MBA program during this period were retained after 2 semesters</p>	Target Met
		3.1 (SAO)	Students will be able to successfully complete the MBA program.	75% of students enrolled in the MBA program will graduate after 6 semesters in the program.	<p>The MBA program has a rolling enrollment and admits students Fall, Spring and Summer. As of the reporting date, the summer semester for AY 2021/2022 has not yet concluded. As such, the data for this assessment will always be one year behind.</p> <p>During the 2020/2021 academic year: 12 students graduated in 6 semesters 1 student graduated in 7 semesters 6 students either dropped or were removed from the program 63% of students during this period graduated in 6 semesters.</p>	Target Not Met
Program - Chemistry (including Minor) - BS	Chemistry majors will effectively	3.1 (SAO & SLO)	TSW demonstrate a general knowledge of the major branches of chemistry	90% of Chemistry majors taking the Chemistry MFT will score in the	Because there were no graduating Chemistry majors in 2021-2022, no	Inconclusive

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{2016-2017}	connect concepts covered in both general and upper-level chemistry courses.	3.1 (SAO & SLO)	covered on the Chemistry Major Field Test (MFT) from the Educational Testing Service (ETS).	satisfactory level (25th percentile) or higher.	Chemistry majors took the Major Fields Test (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 92.0 on a 100-point scale using the departmental Communication Student Portfolio rubric. Of the 5 portfolios sampled, 5 scored 80 or better, for a total of 100 percent (above the 80 percent threshold). Overall, these results are positive, especially given the continuing limitations imposed by the Covid pandemic during the last two years. Although these portfolios were heavily affected by Covid restrictions (meaning fewer opportunities to demonstrate hands-on skills and then document those skills in the portfolio), they still demonstrated breadth of skills. Additionally, the portfolios were well put together and exemplified professionalism in both content and aesthetics. It is expected that Covid-related issues will continue to affect student portfolios (in terms of quantity of documented works included) for another two years, as the "Covid gap" in opportunities recedes into the past.	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.	8 out of 11 students who took the Thesis survey reported that they had published work in journals or other appropriate venues prior to completing the program. 3 reported that they had not published yet, though in written comments they indicated that they had attempted to publish. We do see a reluctance by some students to seek publication in magazines, and though they report that they get significant exposure to how to do this, some are not	Target Not Met

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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.	successful prior to completing the program. Our response rate for this survey was much improved over previous years. 11/12 students who completed thesis also completed 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.	This program has been without a director for two years. The position has been searched but has failed 3 times. Thus, very little academic assessment has taken place. The program also underwent extensive curriculum redesign for implementation AY 2022-2023. As a result of this redesign, new achievement targets will be developed to match the new curriculum. This process will begin during the CAI faculty retreat in August of 2022.	Inconclusive
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.	Because the Digital Studies Minor has low enrollment (2 minors in past two years), this program will move to analyzing results every three years. 2021-22 = Low-enrolled Year 2. Students scored an average of 2.1 on the AAC&U Information Literacy Rubric for their final projects	Target Not Met
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	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	Only 1 student completed ED 404 in the Fall 2021 Term and 3 students completed ED 404 in the Spring 2022 Term.	Inconclusive

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Program - Early Childhood Development - BS {2019-2020}	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.	collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric.	Only 1 student completed ED 404 in the Fall 2021 Term and 3 students completed ED 404 in the Spring 2022 Term.	Inconclusive
Program - Education - (including Gifted Studies and Reading/Literacy Certificates) - ME {2018-2019}	Students demonstrate an understanding of and are able to apply knowledge and skills specific to the Gifted Studies concentration (Council of Accreditation for Educator Preparation, CAEP 1.1).	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.	Students 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 scoring on average a 3 (“Milestones”) or above on the AACU Critical Thinking Value Rubric on their IEP Case Study assignment.	FA21-ED 538 was not offered SP22-ED 538: of 18 total students, 13 met or exceeded the threshold	Target Met
	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.	The program is no longer using this assessment item.	Inconclusive
Program - Elementary Education - BS {2016-2017}	Candidates demonstrate skills and commitment to creating	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	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all	FA2021-ED 335: (Total-2.92) SP2022-ED 335: (Total-2.81) FA2021-INTERNSHIP-PHASE 1: (Total-2.86)	Target Met

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Program - Elementary Education - BS {2016-2017}	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)	career-ready standards by successfully teaching K-6 students.	students access to rigorous college and career-supportive environments by successfully teaching K-6 students through scoring on average a 2 (acceptable) or above overall on the TIAI.	FA2021-INTERNSHIP-PHASE 2: (Total-2.94) SP2022-INTERNSHIP-PHASE 1: (Total-2.75) SP2022-INTERNSHIP-PHASE 2: (Total-2.8)	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 testing each academic year will pass the MDE Praxis PLT exam.	Due to COVID--No students were required to complete these exams during this period of time--licensure testing was waived by the Mississippi Department of Education (MDE).	Inconclusive
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.	1 out of 5 students reported that they were enrolled in a graduate or professional degree program, which is just under our target of 20%. The main issue with this assessment method is the low response rate. Five is actually a pretty good response compared to previous surveys, but does not begin to capture the number of students who graduate in English. We can be proud of the one student who is in law school, but we know that other students have gone on to graduate programs in recent years, so we know these results are not reflective of our actual performance. 20% is not a bad result, given that the other respondents were actively working in their fields or self-employed.	Target Not Met
		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	Of the 5 alumni who completed the survey, 2 reported that they were employed in their field of study, one report that they were employed in another field (Vice President of CGI)	Target Not Met

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		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	the English program.	which might be considered using skills developed in their English major, That would be 60%. Another is self-employed, which doesn't tell us whether they are working in the field of study, The last alumna reported that she is in a professional degree program (law school). We consider these results very good, though she sample size is very small and therefore the numbers don't tell us a lot. We can be proud of 100% of the students who reported what they are doing, but our target of 85% may not be realistic. I notice that the grad school target is 25%, so perhaps a target of 75% would be better. We still wouldn't meet that target unless we included the self-employed person in our results.	Target Not Met
		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.	On the Graduation Survey 3/10 students surveyed reported that they had secured employment in their field. This number (30%) is lower than our target, though it is not unreasonable, given that many of our students do not have plans prior to graduation. One student reported that she is going into a service organization, which is probably Ali Glasgow, who has been accepted into the JET program to teach English in Japan. It is unclear whether she would have also selected that she secured full-time employment in her field; 7 students reported that they plan to attend graduate or professional school, though it is unclear how soon they plan to do that. There are always issues with this survey. It is a very imperfect measure of what our students will do, but it is currently all we have to go on. One issue is that 10 students report English or Creative Writing as their major on the survey,	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.	but we have 7 graduates this year — possibly 8 if you count August graduates. One student reported going into the military, and we have no idea who that would be, so the numbers appear to be somewhat inaccurate. The other issue, as always, is that students often don't find employment until sometime after the graduation survey is given, so we don't really know how successful they have been.	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 passed on the first write of ANCC and 94% passed on the first write. 78% of graduates passed on the first write of AANP and 89% passed on the second write.	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.	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
		1.3 (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.	26 of 26 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.	Five of six interns for summer and fall of 21, and spring of 22, completed this survey (one intern from summer 21 did not complete the survey). Five of five students completing the survey reported a satisfaction rating of 9.8 with their preparation to work	Target Met

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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.	ethically; 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.	For the five interns (of six total interns) for the summer and fall (21), and spring (22), the average satisfaction rating on the Senior Exit Survey was a 9.8; thus, the target was met. Note, however, that one intern completing the course in summer 2021 did not complete this survey.	Target Met
Program - Film Studies - Minor {2016-2017}	Students will become familiar with a broad range of films that grow their cultural awareness of film.	2.1 (SAO)	Students will demonstrate awareness of films from a variety of cultures.	At least 80 percent of students surveyed will report having viewed films from more than two film genres.	Departmental faculty surveyed films viewed by students in FLM 101, FLM 201, FLM 301, COM/WS 303 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
		2.1 (SAO)	Students will demonstrate awareness of films from a variety of cultures.	At least 80 percent of students surveyed will report having viewed films originating in (or produced in) a country other than the United States.	Departmental faculty surveyed films viewed by students in FLM 101, FLM 201, FLM 301, COM/WS 303 and FLM 405 to assess the variety of film genres viewed by students in these courses. Films from countries other than the United States were viewed by 95.2 percent of students (n = 42). The United Kingdom was the most common non-U.S. country of origin. Korea, Japan, India, Mexico, and Spain were also among the countries represented. (Student film viewing was surveyed per course, so total	Target Met

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		2.1 (SAO)	Students will demonstrate awareness of films from a variety of cultures.	At least 80 percent of students surveyed will report having viewed films originating in (or produced in) a country other than the United States.	might reflect students enrolled in more than one course.)	Target Met
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.	<p>The average score of NU 453 students will be at least 70% on the final exam, focusing on three pertinent questions regarding the outcome.</p> <p>Three questions from NU 453 final exam: 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:</p>	<p>Spring 2022: The average score of NU 453 students was 89.6% (2.96 / 3.3 points) on the final exam, focusing on three pertinent questions (the average score for final exam, including all questions, is 89.67%)</p> <p>Fall 2021: The result was not reported by NU 453 faculty.</p>	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.	Six of the nine HIS 499 Capstone students took the survey, which was administered anonymously on Canvas. Students were encouraged to take the survey in class and told that the results were anonymized. Not all students took the survey, but most did. The students reported that the history program increased their ability in all categories. Each student’s average was 4.0 or better and they answered 4.5 or better as a group to each individual question.	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 17 students graduating in 2021-2022, 35% (6) reported acceptance to and plans to attend graduate school in fall 2022, 47% (8) reported taking a professional position in their area of study immediately after graduation, and 6% (1) reported taking an internship, for a total of 88%, well above the target rate of 80%. One other (6%) reported	Target Met

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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.	that for the upcoming year they will be taking additional coursework and shadowing in their prospective field (veterinary medicine) and applying for graduate school to enter fall 2023. (This student applied in the 2021-22 cycle and has been advised to take these actions before reapplying.) And one other (6%) has plans for other employment in the interim but plans military service and medical school. The Honors Director did discuss post-completion plans with all students while holding one-on-one meetings with them for HO 401 and HO 402, as well as in other advising contexts.	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.	Low-enrolled Year 1: One senior graduated with a Human Geography minor in Spring 2021. I averaged the student's grades in all geography classes, using the lowest percentage in the range for that grade, resulting in a conservative average. For example, I recorded an A as an 93% and a B+ as an 87%. Using this method to calculate the overall average of final grades in GEO coursework, the student graduated with a B+ average (89%) in geography courses.	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 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 2021-2, there was one senior student who completed the IS 499 Capstone. That student passed the class with a C- and graduated.	Target Met
	Students will demonstrate the	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 2021-2, there was one senior student who completed the IS 499	Target Met

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	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)	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.	Capstone. That student passed the class with a C- and graduated.	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.	3.1 (SAO)	The MUW Health & Kinesiology Exercise Science students will successfully enroll in an allied health or exercise/health science-related graduate programs.	Following most recent graduating classes' Exit Interview, Exercise Science faculty will begin to build a database of MUW Exercise Science graduates who have successfully applied to and/or transitioned into an allied health or exercise/health science-related graduate program within the academic year for which they graduate. The Exercise Science faculty will then be able, in the foreseeable future, to quantify and report the number of students who have been accepted to, and/or have enrolled in an allied health or exercise/health science-related graduate programs	Over the course of the Fall 2021and Spring 2022 semesters Kinesiology faculty spent time on the development and defining criteria that will be used to assess student pursuits post-graduation. Evaluation will begin in the two weeks prior to fall 2022 commencement.	Inconclusive
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 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.	<p>A total of five students were enrolled in PLG 440 (capstone course) in Fall 2021 and Spring 2022.</p> <p>All five (5) students 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>	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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 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.	One (1) student, 20%, intends to pursue law school or another graduate program, and one student (20%) indicated she intends to take steps to sit for the certified paralegal exam, for a total of 40% in the capstone course indicating they will be taking steps to further education and enhance their career in the legal profession.	Target Not 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.	80% of students earned a C or better for the semester. Grades: 1 A; 3 C's; 1 D	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.	There were five students who have taken the Sophomore Exit Interview during the "Sophomore Barrier Jury." All of them received a passing grade.	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).	There were five (5) students who have taken the Sophomore Barrier Jury Examination for this academic year. The results were as follows: Two students scored 98%, one student scored 95%, one student scored 93% and one student scored 90%. The target was met.	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.	49/49 graduating students passed the NCLEX licensure exam on the first attempt. 100% pass rate.	Target Met
Program - Nursing - BSN {2016-2017}	BSN graduates will be able to practice	1.1 (SAO & SLO)	BSN generic Students will successfully pass the National Council Licensure	The BSN graduate's first write NCLEX-RN pass rate shall be no less	60 of 64 graduates (May 2021) were successful on the first write of the	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Nursing - BSN {2016-2017}	as competent health care professionals.	1.1 (SAO & SLO)	Examination for Registered Nurses (NCLEX- RN).	than 95% of that year’s national average as reported by the Institutions of Higher Learning.	NCLEX-RN exam which resulted in a 94% first write average. 2nd writes were 100%. National average for 2021 was 82.48%	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.	Twelve DNP students at the time of reporting period have submitted.	Target Met
	Produce Nurse & 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, 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, not data collected. Seven MSN to DNP, all seven passed prior to NU 799. Since the MSN students may be past graduates from different institutions there are not 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.	This program has been without a director for two years. The position has been searched but has failed 3 times. Thus, very little academic assessment has taken place. The program also underwent extensive curriculum redesign for implementation AY 2022-2023. As a	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	result of this redesign, new achievement targets will be developed to match the new curriculum. This process will begin during the CAI faculty retreat in August of 2022.	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.	Out of 207 students who completed philosophy classes without withdrawing in the 2021-2022 academic year, 21 (10.1%) earned either a D or an F. This is better than our Achievement Target of 17% and suggests that our program is successfully supporting students in completing philosophy classes to meet the critical thinking general education requirement.	Target Met
	The philosophy department will seek to grow enrollment in its minor and certificate program (the Applied and Professional Ethics Certificate).	2.1 (SAO & SPG A.1)	Because studying philosophy is enriching both for one's personal and academic life, the philosophy program will seek to increase enrollment in the philosophy minor and the certificate program in applied and professional ethics.	An increase in students pursuing the Applied and Professional Ethics Certificate from 5 to 7 over the next three years.	In the 2021-2022 academic year, two (2) students completed the Certificate in Applied and Professional Ethics. To our knowledge, five (5) students are currently pursuing the Certificate. This puts us on track for our goal of an increase to seven (7) students per year over the next three years, though we will need to be active in our recruitment to sustain these numbers.	Target Met
		2.1 (SAO & SPG A.1)	Because studying philosophy is enriching both for one's personal and academic life, the philosophy program will seek to increase enrollment in the philosophy minor and the certificate program in applied and professional ethics.	An increase in students pursuing the philosophy minor from 4 to 6 over the next three years.	Three (3) students completed the philosophy minor during the 2021-2022 academic year. Three (3) additional students have expressed that they are actively pursuing the minor. While it is wonderful to see students progressing quickly through the minor, having three students complete the minor in one year moves us away from our goal of six (6) students currently pursuing the minor. We are actively reaching out to students who have seemed engaged in our courses, and hope to continue to recruit additional minors in the coming semesters.	Target Not Met

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 students took the Praxis Principles of Learning and Teaching (PLT) Test	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.	Low-enrolled year 2: compiled data. We had 0 students take this test over past two years, so our results are inconclusive regarding the achievement target. We plan to continue recruitment efforts at college fairs in person and by Zoom.	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.	Low-enrolled year 2: compiled data. We had 0 students take this test over past two years, so our results are inconclusive regarding the achievement target.	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 (GEO 4.b. / SLO 4 / SAO)	Students will demonstrate the knowledge, skills, values, and commitment necessary for civic engagement.	The overall average score for students completing a major civic engagement assignment will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	The average score achieved by students who completed the major assignment in POL 202 was a 3.1, just above our 3.0 target. Six of the eight students earned above the target of a 3 on the Civic Engagement VALUE Rubric. Of the two who scored lower, one was chronically absent and did not participate in many of the building assignments and class exercises that reinforced skills and values assessed in the rubric. On average, students scored highest on the Analysis of Knowledge and Civic Identity & Commitment dimensions (3.3 in both cases) and lowest on the Civic Communication dimension (2.9). The gap between the lowest and highest scoring students was a 2.1 point gap (3.8 versus 1.7).	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	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	One student was enrolled in IS 101 Law School Preparation during the 2021-2022 academic year. The student successfully completed the admissions portfolio, meaning that we exceeded our goal with 100% completion. While it is difficult to	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Pre-Law - Minor {2019-2020}	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.	three most-preferred law schools.	assess a program on the basis of a single student, the results combine with previous years' data to suggest that the class is a useful component of our law school preparation efforts.	Target Met
		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.	One student was enrolled in IS 101 Law School Preparation during the 2021-2022 academic year. The student earned an A--well above the goal of 70/100--on the final admissions portfolio, meaning that we met our goal. While it is difficult to assess a program on the basis of a single student, the results combine with previous years' data to suggest that the class is a useful component of our law school preparation efforts.	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 10 students assessed during AY 21-22, 9 passed the exam and only 1 failed. Thus, 90% had a pass rate over 80%. We will continue to monitor these results.	Target Met
Program - Psychology (including Minor) - BA, BS {2016-2017}	Psychology students will be prepared for graduate study and entry-level employment in the discipline.	2.3 (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.	Since our last report on May 11, 2021, four alums (one more than the previous year) were accepted into graduate programs: two masters in counseling, one masters in social work, and one masters in applied behavioral analysis.	Target Met
Program - Public Health - MPH {2016-2017}	The service goal of the Master of Public Health program is to engage in community service, workforce development, and capacity-building activities to	2.2a (SAO)	Students will develop a grant proposal budget and a budget narrative that meets the requirements of the funding agency.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	Sixteen out of 16 students met or exceeded the target. Eight met the target, and eight exceeded the target.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Public Health - MPH {2016-2017}	improve local and regional health.	2.2a (SAO)	Students will develop a grant proposal budget and a budget narrative that meets the requirements of the funding agency.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	Sixteen out of 16 students met or exceeded the target. Eight met the target, and eight exceeded the target.	Target Met
Program - Public Health Education (including Minor) - BS, BAS {2016-2017}	The service goal of the undergraduate programs in Public Health Education is to improve local and regional health through community service, workforce development, and capacity-building activities	2.2 (SLO, SAO)	Students will conduct a critical evaluation of a population-based policy, program, or intervention.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	100% of students (n=18) developed a report in which they critically evaluated a population-based intervention. 33% (n=6) exceeded target, 55% (n=10) met target, and 11% (n=2) below target. 88.8% of the students (n=16) met or exceeded the target. Collective Average Score was 1.22	Target 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 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 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 successfully teaching secondary education students through scoring on average a 2 (acceptable) or above overall on the TIAI.	Results are presented for Spring 2022 Term only: SP22-ED 697: Overall TIAI (2.55) Key Assessment Information for MAT was piloted in the Fall with the first cohort that went through ED 549 and 551. Therefore, there is no TIAI Data for ED 697 in Fall 2022, collection of ED 697 data started in Spring 2022.	Target Met
	Candidates will	3.1 (SAO &	Candidates admitted to the MAT will	80% of candidates admitted to the	Licenses for 3 students were issued in	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	demonstrate their proficiencies to understand and apply knowledge and skills appropriate to their professional field of specialization so that learning and development opportunities for all P-12 students are enhanced (Council of Accreditation for Educator Preparation, CAEP 1.1).	SLO)	have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	MAT will complete, qualify and apply for a 5-year teaching license.	Fall 2021; Licenses for 13 students were issued in Spring 2022.	Target Met
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.	The minor courses were not offered during the assessment period. The Sexual Health Minor was inactivated during the Fall 2021 semester.	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 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 = 3.8 FLS 202 Cultural Capstone average score = 3.75 Total average = 3.8	Target Met
	Students will be able to understand the meaning of simple cultural readings and advertisements and draw cultural comparisons between Hispanic	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 = 3.8 FLS 202 Cultural Capstone average score = 3.75 Total average = 3.8	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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 = 3.8 FLS 202 Cultural Capstone average score = 3.75 Total average = 3.8	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.	85% of graduating seniors completed at least 25 hours of guided clinical observation. Several students did not complete the assignment because they did not apply to graduate school.	Target Not 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.	69% of the students who have taken the praxis exam have passed. 5 students failed the first time and will retake the exam. 5 students have not taken the exam.	Target Not 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.	1 out of 1 (100%) answered questions #3 and #4 satisfactorily, showing an understanding of the importance of acquiring the necessary skills to pursue a career in Theatre or Theatre Education. Please see the related document 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.	2 out of 2 Freshmen met the target: 100% 1 out of 1 First-year Transfer met the target: 100% 1 out of 2 Juniors met the target: 50% 2 out of 2 Graduating Seniors met the target: 100% Overall, 6 out of 7 students met the target:85%	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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	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.	Students must show proficiency before being allowed to complete Internship and/or graduate.	2 out of 2 Freshmen met the target: 100% 1 out of 1 First-year Transfer met the target: 100% 1 out of 2 Juniors met the target: 50% 2 out of 2 Graduating Seniors met the target: 100% Overall, 6 out of 7 students met the target:85%	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.	2 out of 2 Freshmen met the target: 100% 1 out of 1 First-year Transfer met the target: 100% 1 out of 2 Juniors met the target: 50% 2 out of 2 Graduating Seniors met the target: 100% Overall, 6 out of 7 students met the target:85%	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%.	2 students in TH 360 and 1 student in ED 407 were assessed. All three received A's as their final grade. 100% of the students met the benchmark of 90% final grade.	Target Met
		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 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.	2 out of 2 students received perfect scores, so 100% of students met the target.	Target Met
		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.	Coordinator didn't enter results and analysis for AY 21-22.	Inconclusive
		3.3 (SAO)	Demonstrate a mastery of skills and competency by completing a thesis	75% of students should indicate the overall experience was	Coordinator didn't enter results and analysis for AY 21-22.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	3.3 (SAO)	focusing on concepts learned and applied to real-world situations.	“Satisfactory” or better	Coordinator didn't enter results and analysis for AY 21-22.	Inconclusive
		1.1 (SAO & GEO 5.a.)	Students will demonstrate an understanding of and integrate content and skills by developing a final project demonstrating the connections between these groups in PRO 490 - Senior Seminar in Professional Studies.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric	Program too low-enrolled to provide significant results.	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.	Internship was not offered because we had no students who needed the course.	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	There was no data to assess because no student participants selected Women's Studies as their major.	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.	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 of study or in a field where they regularly use the skills acquired in the Women’s Studies program.	The 2022 Alumni report didn't have any students select Women's Studies as their major, so there were no survey results to assess.	Inconclusive
Program - Women's	The Women’s	4.2 (SAO)	Students will be actively engaged using	15% of students participating in the	Three students completed the MUW	Target Not

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Leadership - MA {2016-2017}	Studies program will meet students' needs by preparing them for further graduate/professional school and/or leadership in the workforce.	4.2 (SAO)	their master's degrees in Women's Leadership.	Alumni Survey will state that they are enrolled in a higher level graduate programs	Alumni Survey. None of the students indicated that they are currently enrolled in higher-level graduate programs	Met
		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.	The department did not issue a survey at the close of the academic year. We also have not determined a set of questions and method for distributing and collecting the data that doesn't involve the use of social media.	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.	<p>Three students completed the MUW Alumni Survey. The results showed that 2/3 students are currently employed, and both students secured positions before graduation. 1/3 students indicated that since graduation, they have not yet landed a position and they are currently seeking employment.</p> <p>1/3 students indicated that they had completed professional examination/licensure requirements, but they didn't include the type or name.</p> <p>One of the employed students provided information about the current employer.</p>	Target Met