

Student Achievement Outcome Results Report 2022-2023

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.	This survey does provide useful data for evaluation of our effectiveness. Noteworthy ,the lowest scoring was for question 15- After graduation, you feel prepared to enter your area of choice.	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 scored lowest on presentation of work (matting and hanging of exhibition) and written statements.	Target Met
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	Year 3 of Low-Enrolled, We were unable to collect data due to no enrolled students.	Inconclusive
Program - Biology (including Minor and Secondary Education Certification) - BS {2016-2017}	The student will tap into the interdisciplinary nature of science, in both understanding material across disciplines and in communicating and collaborating across disciplines.	2.2 (SAO)	In keeping with the University Mission to provide “a high-quality undergraduate education” and in keeping with the Biology program goal of having students understand “material across disciplines,” the student will learn the concepts covered by a commercial, nationally-administered Major Fields Test in biology, taken in their final semester before graduation.	More than 50% of the students taking the Major Fields Test will score above the 50th percentile ranking when comparing their performance to those of students across the nation taking the same test in the same year.	Target not met. Only 15% (<50%) of the graduating seniors who take the Biology Major Fields Test scored in the 50th percentile or higher.	Target Not 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.	100 students in the senior capstone courses (BU 460 and MGT 497) completed the Exit Questionnaire and 95 either agreed or strongly agreed that their education adequately prepared them for employment and/or graduate school.	Target Met
		5.1 (SAO, SPG	Students will be able to pursue	75% of capstone students	100 students in the senior capstone	Target Met

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		D.4)	opportunities in graduate education and/or employment opportunities.	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>courses (BU 460 and MGT 497) completed the Exit Questionnaire and 100 students 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> <p>I will be continuing with the same job I currently hold. 34 students I will be promoted to a new job with the same company in which I am currently employed. 13 students I have already accepted new full-time employment following graduation. 4 students I am currently searching for a full-time position. 21 students I will begin searching for a position after graduation. 16 students I intend to continue my education in graduate school. 12 students</p>	Target 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.	75% of students enrolled in the MBA program will be retained after 2 semesters.	<p>Due to how the academic year falls, data for this assessment will always be calculated from the previous academic year.</p> <p>In AY 2021/2022, 11 students were admitted into the program. 5 students graduated, 4 are still in progress, and two were either removed from or dropped the program. 81% of the students enrolled were retained after two semesters in the program so this benchmark was met.</p> <p>The MBA program is generally completed in 3 semesters or 6 semesters. Students that complete in 6 semesters tend to be working full time.</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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>In AY 2020/2021, 26 students were accepted into the MBA program. 7 students completed in 3 semesters 2 students completed in 4 semesters 11 students completed in 6 semesters 3 students either dropped or were removed from the program 2 students are still in progress 1 student stopped the program in Fall 2022 and returned in Summer 2023</p> <p>76.9% of the students enrolled were graduated after 6 semesters in the program., so this benchmark was met.</p>	Target Met
Program - Chemistry (including Minor) - BS {2016-2017}	Chemistry majors will effectively connect concepts covered in both general and upper-level chemistry courses.	3.1 (SAO & SLO)	TSW demonstrate a general knowledge of the major branches of chemistry covered on the Chemistry Major Field Test (MFT) from the Educational Testing Service (ETS).	90% of Chemistry majors taking the Chemistry MFT will score in the satisfactory level (25th percentile) or higher.	<p>[Major Low-Enrolled Year 1 2022-2023. Overall program is not low-enrolled]</p> <p>There were three Chemistry majors who graduated in May 2023. The students took the Chemistry Major Fields Test (MFT) during the semester of their graduation. One student scored in the 42nd percentile, one scored in the 35th percentile, and one student scored in the 11th percentile. Therefore, 66% of Chemistry majors scored in the 25th percentile or higher. Target was not met.</p>	Target Not Met
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 91.0 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, but Covid-related issues will continue to affect student portfolios (in terms of quantity of documented works included) for another year or two, as the "Covid gap" in opportunities recedes into the past. Students were given the option of completing an electronic portfolio or a traditional physical portfolio. No	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	students chose the electronic option. If the university adopts an electronic portfolio platform for wide use, perhaps students will be more likely to use the platform for this specific program requirement, as well.	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.	We once again administered the Thesis Survey to students who defended in Summer 2022 and December 2022. Of the 10 students to complete their thesis, 8 participated in the survey. Of these, 50% reported that they had published or had a work accepted for publication (or performance in the case of play scripts). While it is disappointing that these numbers are lower than we would like, we do realize that everyone's path to publication is different. For instance, one student (who had published many pieces of her writing but did not consider any of those publications to be literary) informed me at graduation that she had had a poem accepted for publication just days after completing the survey. We continue to follow our students and are pleased with their success in publication, though they don't always get started as early as we might like. Nonetheless, it is a good goal to have, and we need to continue to find ways to encourage students to actively seek publication.	Target Not Met
Program - Culinary Arts (including Minors: Culinary Arts, Culinary Mgt, Nutrition, and Pastry Arts; also includes students in the Bus. Admin - Culinary Arts concentration) - BS, BAS {2016-2017}	Students will gain an appropriate understanding of acceptable food safety and sanitation procedures.	1.2 (SAO & SLO)	Students will successfully become ServSafe certified by passing the ServSafe examination.	60% of students will be awarded a Servsafe certificate.	Out of 13 students tested, 11 (84.6%) passed the ServSafe national certification exam.	Target Met
Program - Digital	Students will	2.1 (SAO &	Students will present information,	Students will score a 3 or higher on	Low-Enrolled Year 3. No minors were	Inconclusive

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Studies - Minor {2019-2020}	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.	SLO)	arguments, and ideas in oral, written and visual forms for their contexts through digital platforms.	the Information AAC&U Information Literacy Rubric for their final practicum assignment.	enrolled in 2022-2023, so LIB 401 was not offered.	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 2 students completed ED 404 in the Fall 2022 Term, and 0 students enrolled in ED 404 in the Spring 2023 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.	Fall 2022: 10 of 10 students met or exceeded Spring 2023: 12 of 12 students met or exceeded	Target Met
Program - Elementary Education - BS {2016-2017}	Candidates demonstrate skills and commitment to creating supportive environments that	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	ED 335 and Internship Results (TIAI Overall) # of students in section Overall TIAI Scores	Target Met

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		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 overall on the TIAI.	Overall Average: 2.74	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.	<div>Praxis PLT</div> <div><div># of attempts</div><div>Pass Rate</div><div>Fall 2022 2100%</div><div>Spring 2023 683%</div></div> <div>Praxis: Elem Ed: CIA</div> <div><div># of attempts</div><div>Pass Rate</div><div>Fall 2022 1100%</div><div>Spring 2023 1173%</div></div> <div>Foundations of Reading</div> <div><div># of attempts</div><div>Pass Rate</div><div>Fall 2022 650%</div><div>Spring 2023 450%</div></div>	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 Alumni Survey was not administered this year. It will be conducted again in 2025. On our graduation survey, 7 students indicated that they intend to enter a graduate program. We know of one who is in a PhD in English program, another who is starting an MA in English - Creative Writing, two others who plans to apply to MLIS programs, and others who are planning to complete the MAT in English.	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 alumni survey was not administered this year. It will next be conducted in 2025.	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 alumni survey was not administered this year. It will next be conducted in 2025.	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.	Once again, we did not meet the target of 90% employed in field or attending graduate school. The main reason for this is the flaw in this survey which is administered before most of our graduates have been able to secure employment in the field. If we were able to survey our students within 6 months or a year, we would get much more valuable results. Nonetheless, we can be somewhat optimistic based on these results. 7 out of 10 students reported that they intend to pursue a graduate or professional degree. One of these began a PhD program at University of Tennessee. Another is accepted into the MA program in English/Creative Writing at U of Southern Mississippi. Others planned to begin the MAT program at The W, though they did not have teaching jobs by the time they graduated. Most of these won't be able to apply for jobs until admitted to the MAT program and have passed Praxis 2, though we expect them to have jobs by August. 2 of our students answered that they do not intend to be employed full-time. At least one of those is expecting a child and likely won't work for the next six months. 3 of our students are currently employed full-time, though they did not report this as employment in the field. We know that our students go on to successful careers and to graduate study. We lack a useful method to assess this success, though we hope to be able to identify a better instrument soon.	Target Not Met
Program - Family Nurse Clinician	Prepare advanced practice nurses	1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and	80% of graduates are successful in passing the FNP Certification exam	92% of graduates passed on the first write of ANCC exam. 86% of	Target Met

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(including Certificate) - MSN {2016-2017}	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)	coordinate safe and quality patient care.	(either ANCC or AANPCP) on graduation of the program.	graduates passed on the first write of AANP exam. Certification of pass rate is 89%.	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.	Data could not be collected, as this has not taken place yet. We have one Post Graduate student...she is on track to earn here certificate for the 2023 end of the academic yar.	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.	Of the twenty three students four were retention students, and returned January 2023. Students assessed were nineteen nineteen met target. All made A's.	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.	Students who completed the Senior Exit Survey rated their preparation to work ethically at 8.2 on a scale of 1-10; thus, the target was met.	Target Met
		2.1a (SAO)	Students will feel that the Family Science program has prepared them to work professionally and ethically upon graduating.	Participating students' will report that they feel the Family Science program has prepared them to work professionally upon graduating by having an average rate of satisfaction on the Senior Exit Survey as a 6 on a scale of 1 to 10.	The students' average rating on the preparation for professional work for the 22-23 AY was 8.8on a scale ranging from 1-10; thus, the target was met.	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, 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	Target Met

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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.	<p>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 were also viewed. (Student film viewing was surveyed per course, so total might reflect students enrolled in more than one course.)</p> <p>Note: Actual minors are low-enrolled year 1, 2022-2023.</p>	Target Met
Program - Foreign Language (Minor) {2022-23}	Upon completion of FLF or FLS 202, students will be able to express themselves in written and oral forms in the target language based on topics that are relevant to themselves or others.	1.2 (SAO & SLO)	Speaking Proficiency: Students will be able to go beyond the one word response and be able to produce simple, sentence-length utterances with reasonable accuracy for their level on topics that are relevant to themselves or others.	The class average on the speaking interpersonal task will be the equivalent of an 80% on the ACTFL Interpersonal Mode Rubric – Intermediate Learner, based on the following criteria: Language Function, Text Type, Communication Strategies, Comprehensibility, and Language Control.	<p>FLF 202 — 100%</p> <p>FLS 202 — 84%</p> <p>Both classes scored above 80% on this rubric; therefore, the target was met. This is the first year that French and Spanish assessments have been reported together due to changes to the Foreign Languages minor. Spanish results were also reported under the Spanish (major and minor) plan, since we do not know whether students will choose the minor or the major, or only complete BA or Honors requirements.</p>	Target Met
		1.2 (SAO & SLO)	Speaking Proficiency: Students will be able to go beyond the one word response and be able to produce simple, sentence-length utterances with reasonable accuracy for their level on topics that are relevant to themselves or others.	The class average on the speaking interpersonal task will be the equivalent of an 80% on the ACTFL Interpersonal Mode Rubric – Novice Learner, based on the following criteria: Language Function, Text Type, Communication Strategies, Comprehensibility, and Language Control.	<p>FLF 102 — 83%</p> <p>FLF 201 — 91.5%</p> <p>FLS 102 Interpersonal Task average score = 88%</p> <p>FLS 201 Interpersonal Task average score = 83%</p> <p>Each class average is over 80%; therefore, our target was met. This is the first year that both French and Spanish assessments have been reported together now that changes have been made to the Foreign Language Minor. It is also the first year that French has used all of the ACTFL rubrics for assessment.</p>	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.	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>[Actual Minors are Low-Enrolled Year 3 2022-2023]</p> <p>Fall 2022: The average score of NU 453 students was 94.9% on the final</p>	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.	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:	exam, focusing on three pertinent questions (the average score for the final exam, including all questions, is 87.86%) Spring 2023: The average score of NU 453 students was 87.4% on the final exam, focusing on three pertinent questions (the average score for the final exam, including all questions, is 85.86%)	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.	Due to a change in chair and the faculty teaching the course for the first time in a very long time, we did not distribute this survey in Capstone and so received no responses.	Inconclusive
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.	The 2022-2023 graduating class was smaller than usual as numerous students in this cohort are completing in 4.5 or 5 years because of the need for additional coursework or an internship required for the major. Of those four students, at least three already have plans for graduate school or the promise of a professional position upon graduation. Of the 9 students graduating in 2022-2023, 44.44% (4) reported acceptance to and plans to attend graduate or professional (medical) school in fall 2023, 33.33% (3) reported taking a professional position in their area of study immediately after graduation, and 11.11% (1) reported shadowing in their prospective field (physical therapy) for the upcoming year and applying for graduate school to enter fall 2024. This totals 77.78%, just	Target Not 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.	<p>below the target rate of 80%. One other (11.1%) reported other employment unrelated to the student's major or long-term professional plans.</p> <p>Though the target was not met, students reporting acceptance to graduate or professional school (44%) well exceeded the percentage of 25%-35% percent recorded in the previous three years. This speaks to the strong records they built through opportunities provided during their university years (research experiences at MUW and in REUs at other universities as well as participation in competitive pre-professional preparation programs like NEW Leadership and the Mississippi Rural Physicians Scholarship Program) along with strong advising and support from their faculty.</p> <p>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 and informal conversations.</p>	Target Not 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.	2022-2023 = Low-enrolled Year 2 Low-enrolled Year 2: One student completed the Human Geography minor in Fall 2022. 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 (88%) in geography courses.	Target Met

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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.		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.	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years] In AY 2022-2023 there is one senior student in IS 499 Capstone. That student is still working on her capstone project after changing topics late in the semester and took an incomplete. She will complete her project for an August 2023 graduation.	Inconclusive
	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.	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years] In AY 2022-2023 there is one senior student in IS 499 Capstone. That student is still working on her capstone project after changing topics late in the semester and took an incomplete. She will complete her project for an August 2023 graduation.	Inconclusive
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	The new Kinesiology Graduate Survey was completed during the 2021-2021 AY and implemented for the first time in the KIN 416 course during the fall 2022 semester. Fall 2022 and spring 2023 sections of KIN 416 had 19 students enrolled. Two of 19 students indicated that they had already earned a professional certification while 7/19 indicated that they planned to pursue a professional certification or an additional professional certification, 7/19 indicated that they may elect to pursue a professional certification or an additional professional	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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	<p>certification, and 4/19 indicated that they did not plan to pursue a professional certification or an additional professional certification.</p> <p>When evaluated for plans regarding continuing their education through a graduate or professional program 14/19 students indicated that they planned to pursue additional education, 1/19 indicated that they may elect to pursue additional education, and 4/19 indicated that they did not plan to pursue additional education. 7/19 students indicated that they had already applied to graduate/professional programs while 12/19 indicated that they had not. 4/7 students indicated that they had been accepted to graduate/professional programs while 7/7 students indicated that they were awaiting decisions on acceptance to graduate/professional programs. Of the students who had already received acceptance letters to graduate/professional programs, 2 students were accepted to physical therapy programs, 1 student was accepted to an occupational therapy program, and 1 student was accepted to a biomedical sciences Master's program.</p> <p>Three of 19 students indicated that they either were already working in a kinesiology related field or had accepted employment in a kinesiology related field.</p>	Target Met
Program - Legal Studies (including Minor) - BA, BS {2016-2017}	Students will pursue opportunities to further their career to become an effective legal	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	A total of eight (8) students were enrolled in PLG 440 Practical Legal Lab (capstone course) in Fall 2022 and Spring 2023 (two students in Fall 2022, six students in Spring 2023).	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Legal Studies (including Minor) - BA, BS {2016-2017}	team member.	3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	graduate programs or law school.	<p>All eight (8) students completed the course exit survey. Within the survey, the students were asked the following questions:</p> <p>"Do you have plans to pursue a graduate degree such as a master's degree or law degree?</p> <p>If yes, what are your plans and what steps have you taken to reach this goal?</p> <p>If no, do you intend to pursue a career as a paralegal?</p> <p>If yes, then are you considering taking a certified paralegal exam, such as that given by NALA or NFPA?"</p> <p>Three (3) students (37.5) intend to pursue law school or another graduate program, and four (4) students (50%) indicated they intend to work as a paralegal and may take steps to sit for the certified paralegal exam, for a total of 87.5%. One (1) student indicated he was unsure of his next step toward a career.</p>	Target Met
Program - Mathematics (including Minor and Secondary Education Certification) - BA, BS {2016-2017}	Students will communicate using proper mathematical notation and vocabulary.	1.4 (SAO)	Students will successfully complete MA 301. MA 301 is the gateway course to many of the upper level MA courses.	75% of all MA 301 students will earn a semester grade of C or better.	50% of students earned a semester grade of C or better in MA 301 Concepts of Abstract Mathematics. Grades: 1 C; 1 D 2 students	Target Not Met
Program - Music (including Minor) - BA, BM {2016-2017}	Students will exhibit knowledge and understanding of Classical Music works from both instrumental and vocal genres, and of the major historical periods 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.	We had three music majors complete the interview. Their answers were thoughtful; and genuine. All of them received a satisfactory rating.	Target Met
		1.1 (SAO)	Students will perform works from multiple musical periods on their major	90% of the students will score at least an 80 (on the 1-100 scale used	There were three music majors who took the "Sophomore Barrier Jury". A	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.1 (SAO)	instrument at the end of their sophomore year.	in the “Sophomore Barrier Rubric).	singer, a pianist, and a music composition major. The scores were as follow: 95, 92, 90.	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.	The ASN graduates NCLEX-RN Pass rate is 91% during the 12-month period of January 2022-Deceomber 2022. 34/31 passed on the first time.	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.	47 of 49 graduates (May 2022) were successful on the first write of the NCLEX-RN exam which resulted in a 95.9% first write average. The two graduates retested and passed in 2022 so 100% for the year was reported to the Institutions of Higher Learning Nursing Department.	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.	Six DNP students at time of reporting have submitted. 100% of students.	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,	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. Eight MSN to DNP with only seven passing APRN certification prior to NU 799. One student did not progress in the program, she has not take the APRN national certification.	Target Not 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. Eight MSN to DNP with only seven passing APRN certification prior to NU 799. One student did not progress in the program, she has not take the APRN national certification.	Target Not Met
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.	[Actual Minors are Low-Enrolled Year 1 2022-2023.] Out of 210 students who completed philosophy classes without withdrawing in the 2022-2023 academic year, 28 (13.3%) 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.	[Actual Minors are Low-Enrolled Year 1 2022-2023.] Three (3) students completed the Applied and Professional Ethics Certificate during the 2022-2023 school year, and three (3) additional students have expressed that they are actively pursuing the Certificate. This means that we remain one student short of our goal of seven (7) students enrolled in the Certificate program. However, we were able to replace students who have graduated to keep a consistent enrollment.	Target Not 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.	[Actual Minors are Low-Enrolled Year 1 2022-2023.] A total of seven (7) students have expressed that they are currently pursuing the minor, which exceeds our target. At the beginning of the 2022-2023 academic year, five (5) students were minoring in philosophy. Two (2) students completed the philosophy minor	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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.	during the 2022-2023 academic year, but four (4) additional students have expressed that they are actively pursuing the minor, bringing the total at the end of AY 2022-2023 to seven (7).	Target Met
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.	Low-enrolled year 3: compiled data. We had 0 students take this test over past three years, so our results are inconclusive regarding the achievement target.	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 3: compiled data. We had 0 students take this test over past three years, so our results are inconclusive regarding the achievement target.	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 3: compiled data. We had 0 students take this test over past three 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.	Eleven students were enrolled in POL 202 Making Democracy Work in the Fall 2022 semester; all eleven completed the major assignment involving facilitation and, afterward, reflection. The average score achieved by the eleven students on the Civic Engagement VALUE Rubric was a 3.0, exactly our target. Five of the eleven students earned a 3.0 or above. Of the two who scored lowest (1.3 and 2.0), both were 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 Contexts/Structures dimension (2.6). The gap between the lowest and highest scoring students was a	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-2017}	Students will demonstrate the ability to make a difference in the civic life of communities by showing evidence of the necessary knowledge, skills, values, and motivation to make that difference.	4.1 (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.	2.7 point gap (1.3 versus 4.0). In comparison to the previous year, scores were slightly lower and the achievement gap widened slightly.	Target Met
Program - Pre-Law - Minor {2019-2020}	The Pre-Law minor will prepare students to be successful law school applicants by connecting them to resources and familiarizing them with the process.	2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school admissions process as well as the specific components required in the typical law school application.	No fewer than 80% of students who complete IS 101 Law School Preparation will submit completed admissions portfolios, each containing a personal statement, a resume, a list of references, and an annotated list of the student's three most-preferred law schools.	One student completed IS 101 Law School Preparation in the 2022-2023 academic year, and the student successfully completed an admissions portfolio containing each required component.	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 completed IS 101 Law School Preparation in the 2022-2023 academic year, and the student earned an 80/100 on the portfolio, surpassing the target of 70. Though results from one student provide little insight, we now have three years worth of results showing that the average student score is above a 75/100. This indicates the program is, indeed, meeting its goals of providing strong pre-law advising through IS 101's portfolio 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 11 students assessed during AY 22-23, 8 passed the exam and 3 failed. Met Thus, 72.7% had a pass rate over 80%. We will continue to monitor these results.	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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 in May 2022, seven alums (three more than the previous year) were accepted into graduate programs: two masters in clinical mental health, one masters in clinical counseling, one masters in applied behavioral analysis, one masters in counseling education, one PhD in human behavior & cognitive psychology, and one PhD in neuroscience. One minor in psychology also went on to graduate study in counseling education.	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 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)).	75 % of students met the target. Eight students attempted the assignment in which they wrote a grant proposal and budget narrative that met the requirements of a funding agency. Six (6) students met or exceeded the target as scored on a rubric. Two (2) students were below target.	Target Not 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)).	Students enrolled in HED 350 (n=35) developed a report in which they critically evaluated a population-based intervention. Student assessment achievements were as follows: 47% (n=16) exceeded target, 47% (n=16) met target, and 6% (n=2) below target. Approximately 94% (n=32) of the student met or exceeded the target.	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

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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.	ED 697-Phase 1 # of students in section Overall TIAI Scores FA22-ED 697 16 1.35 SP23-ED 697 1 2.2 17 1.78 Totals 17 Overall Average 1.78 # of Students Assessed 17 # Students Met Target 1 ED697-Phase 2 # of students in section Overall TIAI Scores FA22-ED 697 2 2.10 SP23-ED 697 18 2.19 20 2.15 Totals: 20 Overall Average 2.15	Inconclusive
	Candidates will demonstrate their proficiencies to understand and apply knowledge and skills appropriate to their professional	3.1 (SAO & SLO)	Candidates admitted to the MAT will have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	80% of candidates admitted to the MAT will complete, qualify and apply for a 5-year teaching license.	No licenses were granted in Fall 2022; 13 students were recommended for 5-year licenses in Spring 2023.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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).	3.1 (SAO & SLO)	Candidates admitted to the MAT will have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	80% of candidates admitted to the MAT will complete, qualify and apply for a 5-year teaching license.	No licenses were granted in Fall 2022; 13 students were recommended for 5-year licenses in Spring 2023.	Target Met
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.	[Major Low-Enrolled Year 1 2022-2023. Overall program is not low-enrolled.] FLS 201 Intercultural Capstone average score = 3.6 FLS 202 Intercultural Capstone average score = 2.7 Total average = 3	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.	[Major Low-Enrolled Year 1 2022-2023. Overall program is not low-enrolled.] FLS 201 Intercultural Capstone average score = 3.6 FLS 202 Intercultural Capstone average score = 2.7 Total average = 3	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% of graduating seniors completed at least 25 hours of guided clinical observation. Three students did not complete the assignment because they did not apply to graduate school.	Target Met
Program - Speech Language Pathology - MS {2016-2017}	The speech-language pathology graduate student will demonstrate	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	87% of the students who have taken the Praxis exam have received official passing scores. 3 students have failed it and will retake the exam. 3	Target Not Met
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Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Speech Language Pathology - MS {2016-2017}	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.	Pathology.	students have either not taken it or official scores have not been received.	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. [more]	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.	All students met the the 70% threshold with ease (even the one student who has had trouble with it in the past). The average score was 3.5.	Target Met
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that the freshmen, sophomores, first year transfers, juniors and seniors participating in TH 400 will meet proficiency on the AAC&U Teamwork VALUE Rubric. Proficiency is defined by averaging a score of “3” in at least 4 categories for 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 (3 and 3.5) 1 out of 1 Junior met the target (4) 1 out of 1 First-year transfer met the target (4) 1 out of 2 Seniors met the target 3.8 and 2.5) The average score was 3.4 82% met the 70% threshold	Target Met
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	The collective average of all TH 360 students' final grades will be 90%.	No students were assessed. one student was enrolled in ED 407 in the Spring semester, but dropped it five weeks into the semester.	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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.	We had no graduating seniors this year.	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.	100% of the students met the threshold. I see two changes that need to be made to the achievement targets that have to do with scoring. I will detail these in the "Actions" box.	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 should indicate the overall experience was “Satisfactory” or better	The survey was in the form of oral questions asked during the Thesis Defense. The reason for this was we thought we might get more responses than if we submitted a written or online survey. All 14 students answered "Yes", some enthusiastically. I put some of the most positive quotes on the MFA web page.	Target Met
Program - University Studies (C2C) - {2019-2020}	Students will be able to demonstrate an understanding of and integrate content and skills specific to their student focus groups.	1.1 (SAO & GEO 5.a.)	Students will demonstrate an understanding of and integrate content and skills by developing a final project demonstrating the connections between these groups in PRO 490 - Senior Seminar in Professional Studies.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric	Program remains below 5 students enrolled; too low for reporting purposes. Low-enrolled year 1.	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	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,	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.	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years.] This course was not offered, so there is no data to assess at this time. When we have students progress to this stage in the program,	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Women's Gender, and Sexuality Studies (including Minor) - BA {2016-2017}	and time periods.	1.2 (SAO)	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.	we will offer the course and record the assessment materials.	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	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years.] This survey is sent out every three years. The next survey will come out in 2025. There was no data to analyze or report.	Target Not Met
		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.	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years.] No departmental Surveys were circulated at the end of this year because we had no graduates of the program.	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.	[Low-Enrolled Year 1 2022-2023. Because of low-enrollment, this program will analyze results every three years.] This survey is sent out every three years. The survey will be administered next in 2025.	Inconclusive
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.	4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	15% of students participating in the Alumni Survey will state that they are enrolled in a higher level graduate programs	The survey is sent out every three years. The next survey will be sent in 2025. We have no data to assess or report at this time.	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	A written exit survey was submitted to the recent graduates of the program. Of the 5 students who were sent surveys, 3 of them were returned by the time of this report. The results of that survey are as follows: Student 1-Found full-time	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	Leadership program or are enrolled in a higher level graduate/professional program connected with women's leadership.	<p>employment in the field of Leadership after graduation. Student is currently seeking another opportunity.</p> <p>Student 2- While working full-time, this student enrolled in a second master's degree. She is currently applying to doctoral programs in Women's Studies.</p> <p>Student 3- completed the program while working full time. She has will enter a doctoral program in her concentration to continue her work in Leadership of women in Tech.</p> <p>The results indicate that there has been an increase in program completers who find employment and continue their educational pursuits in doctoral programs or related master's programs.</p>	Target Met
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	75% are employed in the field or employed in a field where they regularly utilize the skills acquired in the master's of Women's Leadership program.	The next iteration of this survey is 2025. There is no data to assess at this time.	Inconclusive