

Student Achievement Outcome Results Report 2023-2024

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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	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.	40% of the graduating Biology seniors scored at the 50th percentile or better on the ETS Major Fields Test in biology. 6/15 scored at the 50th percentile or better. 9/15 scored below the 50th percentile.	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.	147 students in Fall 2023 and Spring 2024 semesters in the senior capstone courses (BU 460 and MGT 497) completed the Exit Questionnaire. 136 students either agreed or strongly agreed that their education adequately prepared them for employment and/or graduate school.	Target Met
		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.	147 students in Fall 2023 and Spring 2024 semesters in the senior capstone courses (BU 460 and MGT 497) completed the Exit Questionnaire. 147 students stated 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. I will be continuing with the same job I currently hold. 49 students I will be promoted to a new job with	Target Met

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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.	the same company in which I am currently employed. 17 students I have already accepted new full-time employment following graduation. 6 students I am currently searching for a full-time position. 29 students I will begin searching for a position after graduation. 27 students I intend to continue my education in graduate school. 19 students	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>Summer 2022 # students enrolled 2 # retained after 2 semesters 2</p> <p>Fall 2022 # students enrolled 9 # retained after 2 semesters 9</p> <p>Spring 2023 # students enrolled 3 # retained after 2 semesters 3</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>Due to how the academic year falls, data for this assessment will always be calculated from the previous academic year.</p> <p>In AY 2022/2023, 14 students were accepted into the MBA program. Summer 2022 # students enrolled 2 Fall 2022 # students enrolled 9 Spring 2023 # students enrolled 3</p> <p>9 students completed in 3 semesters 3 students completed in 4 semesters</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.	1 student completed in 5 semesters 1 student is still in progress 92.9% of the students enrolled graduated within 6 semesters of entering the program, so this benchmark was met.	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.	Scores for the Chemistry MFT are not available at this time.	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.	Coordinator did not enter.	Inconclusive
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 9 students completed the Thesis survey. Of these, 6 reported that they had published work by the time they defended their thesis and 2 reported that they had not. Though our goal is that all students would publish are least one piece in a journal of some kind, we often fall short of this goal. It is still an appropriate goal to have, though we might consider revising the percentage of students who achieve the goal to be more in line with the number of graduating students. 80% or 85% might be a more achievable goal when 90% is impossible if we have fewer than 10 respondents. In order to achieve 90% of fewer than 10 students, we would need 100%. Nonetheless, we would not have met a lower goal.	Target Not Met
Program - Culinary Arts (including Minors:	Students will gain an appropriate	1.2 (SAO & SLO)	Students will successfully become ServSafe certified by passing the	60% of students will be awarded a Servsafe certificate.	Of the 19 students tested on the national ServSafe exam, 100% passed	Target Met

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Culinary Arts, Culinary Mgt, Nutrition, and Pastry Arts; also includes students in the Bus. Admin - Culinary Arts concentration) - BS, BAS {2016-2017}	understanding of acceptable food safety and sanitation procedures.	1.2 (SAO & SLO)	ServSafe examination.	60% of students will be awarded a Servsafe certificate.	Of the 19 students tested on the national ServSafe exam, 100% passed	Target Met
Program - Digital Studies - Minor {2019-2020}	Students will identify an issue within their major discipline(s) that they will address through digital methods, and they will create a publicly-accessible environment that describes the problem and their method of addressing it.	2.1 (SAO & SLO)	Students will present information, arguments, and ideas in oral, written and visual forms for their contexts through digital platforms.	Students will score a 3 or higher on the Information AAC&U Information Literacy Rubric for their final practicum assignment.	Low-enrolled year 1. No additional minors declared after distribution of emails and campus flyers. Data will not be collected/analyzed until year 3.	Inconclusive
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.	Once again, recruitment will become the priority for Early Childhood Development. We have hired a new half time CPDC Director/Early Childhood Faculty to lead this process.	Target Met
Program - 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	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 2023: 7 of 6 students met or exceeded Spring 2024: 6 of 6 students met or exceeded [less] # Students Assessed: 13 # Students Met Target: 12 Notes: All students but one met or exceeded target. (92.31%) Department will review data trend after two more years to explore overall effect of this assignment as a	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis		Result Type
Program - English (including Minor and Secondary Education Certification, Minor in Creative Writing, and TESL Certification) - BA {2016-2017}	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 Foundations of Reading exam.	Foundations of Reading data		Target Not Met
					# of attempts	Pass	
					Rate		
					Fall 2023	7	
					25.57%		
					Spring 2024	11	
					72.73%		
		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.	Praxis PLT		Target Met
					# of attempts	Pass Rate	
					Fall 2023	3	100%
					Spring 2024	7	85.71%
					Praxis: Elem Ed: CIA		
						# of attempts	Pass Rate
					Fall 2023	6	33.33%
					Spring 2024	12	58.33%
					Foundations of Reading		
						# of attempts	Pass Rate
					Fall 2023	7	25.57%
					Spring 2024	11	72.73%
		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 should be administered in 2025.		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 regularly use the skills acquired in the English program.	The alumni survey was not sent out in 2023-2024.		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	Six out of 8 students who took the graduation survey indicated that they were either employed in their field (1 who had secured employment) or		Target Met

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Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	to attend/enrolled in graduate school in their field or related field.	were planning to go on to a higher degree (5). This represents 75% of those surveyed, so we did not meet our target of 90%.	Target 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 the ANCC exam, 67% of graduate passed on the first write of AANP. Certification pass rate is 94%.	Target Met
		1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and coordinate safe and quality patient care.	80% of Post-Graduate Advanced-Practice Registered Nurse Certificate students are successful in passing the FNP Certification exam (either ANCC or AANPCP) on the completion of the program.	No Post Graduate students for this year.	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 students one was a retention student returning Jan. 2024. Students assessed were 19 and 19 met the target.	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' average satisfaction rating on the Senior Exit Survey on the ethical work item was 9; 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.	Students (n = 3) who completed the Exit Survey for the 23-24 AY provided an average rating of 9 on the Senior Exit Survey item regarding preparation for professional work; thus, the target was met.	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.	Coordinator did not enter.	Inconclusive
Program - Fine Arts (including Graphic Design and Studio Art Minors) - 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.	<p>All 4 participants average score was More than Satisfied for each question.</p> <p>Question 15 saw improvement from last year's assessment- being equipped and prepared for life after graduation and enter any field of art. We have made efforts to address professional practice and life as an artist, with the creation of a new seminar course and concerted efforts to devote class time to open discussions and sharing information.</p>	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.	<p>The overall average score was a 2.32, scoring over the target of 2/3. The average for each criteria was also over the 2/3 benchmark.</p> <p>Nine students out of 10 scored at least a 2 (meets expectations) on at least 4 out of the 5 criteria. Eight out of the 10 averaged above a 2/3.</p> <p>The highest student average was student #1 from the spring semester who averaged a 3.0. The lowest average was also from the spring; student #7 averaged a 1.2.</p> <p>The averages for the different criteria were very similar (from 2.25 to 2.4). The high score was for criteria 4 (statement demonstrates clear goals); this is probably not significant. The low score was for criteria #1 (body of work demonstrates design); this may reflect that this criteria (or the way the criteria is interpreted) is not fully</p>	Target Met

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		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.	appropriate for senior exhibitions.	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.	FLS 202 Interpersonal Task average score = 75% FLF 202 (2 students) no scores reported	Target Not 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.	FLS 102 Interpersonal Task average score = 80% FLS 201 Interpersonal Task average score = 84% Total average = 82% Scores for FLF 102 (6 students) and FLS 201 (2 students) were not reported..	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>Fall 2023: The average score of NU 453 students was 81.7% on the final exam, focusing on three pertinent questions (the average score for the final exam, including all questions, is 86%)</p> <p>Spring 2024: The average score of NU 453 students was 82.2% on the final exam, focusing on three pertinent questions (the average score for the final exam, including all questions, is 81%)</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - History (including Minor and Secondary Education Certification in History and Social Studies) - BA {2016-2017}	Graduating seniors will report improved knowledge and skills.	5.1 (SAO)	Students in the Capstone course will successfully show improvement in their knowledge and skills in the areas of historical content, critical thinking, communication, and inquiry.	The overall average for HIS 499 students completing the Capstone Survey will be that students report seeing an increase of at least “3.0” on a 1-5 Likert scale, regarding the degree to which their knowledge and skills improved in historical content, critical thinking, communication, and inquiry.	<p>Using the survey given to capstone students after their in-class presentation, we found that of the 3 students who filled out the survey, all three reported above a 3.0 on a 1-5 Likert scale.</p> <p>S1: 5 S2: 4.2 S3: 5</p> <p>They each also left comments regarding an increase in written communication, research, and analysis skills. One commented that it helped them better understand how to interpret current politics and laws.</p>	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.	<p>The 2023-2024 graduating class included 19 students. Seven (7) were BSN students with a position waiting for them after they completed their praxis exam (37%), while another five (5) reported taking a professional position in their area of study immediately after graduation (26%). Another four (4) students reported acceptance to and plans to attend graduate school in fall 2024 (21%). Two (2) reported taking a gap year to shadow or work in a support role in the field (before applying to medical school (11%), while one (1) reported taking a gap year to shadow and save money before entering graduate school in social work (5%). No student reported other employment unrelated to the student's major or long-term professional plans. The total of students entering their chosen profession or graduate school is 84%, over the target rate of 80%. This speaks to the outstanding pre-professional preparation our students are being provided, though the number is clearly influenced by the</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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>number of BSN students graduating with honors in this cohort (with positions virtually guaranteed once they pass their praxis exam).</p> <p>The Honors Director discussed 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 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.	<p>2023-2024 = Low-Enrolled Year 3 Low-Enrolled Year 3: During this 3-year period, two students graduated with geography minors: Student 1 in Spring 2021 and Student 2 in Fall 2022. To assess this target, 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, Student 1 graduated with a B+ average (89%) in geography courses and Student 2 graduated with a B+ average (88%) in geography courses.</p> <p>Both senior geography minors earned a B+ average in their geography coursework, so these results show that students who minored in geography have demonstrated a command of the subject matter.</p>	Target Met
Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social Studies	Students will collaborate with faculty from multiple academic disciplines in order to intentionally combine those	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'	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 203-24, there was one senior student who completed the IS 499 Capstone. That student passed the class with an A and graduated.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Minors) - BA, BS {2016-2017}	fields into a significant research project focused on the student's interests and academic needs	4.1 (SAO & SPG A.1)	s interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 203-24, there was one senior student who completed the IS 499 Capstone. That student passed the class with an A and graduated.	Target Met
	Students will demonstrate the ability to integrate multiple academic disciplines into a single project while honoring the basic conventions, restrictions, and requirements of each discipline.	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone project, which involves collaborating with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student's interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 203-24, there was one senior student who completed the IS 499 Capstone. That student passed the class with an A 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	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 2023 and spring 2024 sections of KIN 416 had 21 students enrolled. None of the students indicated that they had already earned a professional certification, however, 9/20 students indicated that they planned to pursue a professional certification or an additional professional certification, 8/20 indicated that they may elect to pursue a professional certification or an additional professional certification, and 3/2 indicated that they did not plan to pursue a professional certification or an additional professional certification. When evaluated for plans regarding continuing their education through a graduate or professional program 15/20 students indicated that they planned to pursue additional education, 2/20 indicated that they may elect to pursue additional	Target Met

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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	education, and 3/20 indicated that they did not plan to pursue additional education. 11/19 students indicated that they had already applied to graduate/professional programs while 8/19 indicated that they had not. 8/13 students indicated that they had been accepted to graduate/professional programs while 4/13 students indicated that they were awaiting decisions on acceptance to graduate/professional programs, and 1/13 indicated that they were not accepted to a graduate/professional program. Of the students who had already received acceptance letters to graduate/professional programs, 5 students were accepted to physical therapy programs, and 1 student was accepted to a prosthetics and orthotics Master's program. Three of 16 students indicated that they either were already working in a kinesiology related field or had accepted employment in a kinesiology related field.	Target Met
Program - Legal Studies (including Minor) - BA, BS {2016-2017}	Students will pursue opportunities to further their career to become an effective legal team member.	3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	45% of graduating students 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 (5) students were enrolled in PLG 440 Practical Legal Lab (capstone course) in Fall 2023 and Spring 2024 (one students in Fall 2023, four students in Spring 2024).</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?</p>	Target Met

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Program - Legal Studies (including Minor) - BA, BS {2016-2017}	Students will pursue opportunities to further their career to become an effective legal team member.	3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	45% of graduating students 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.	If yes, then are you considering taking a certified paralegal exam, such as that given by NALA or NFPA?" Two (2) students (40%) intend to pursue law school or another graduate program, and three (3) students (60%) indicated they intend to work as a paralegal and considering taking steps to sit for the certified paralegal exam, for a total of 100%.	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 A, 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.	There were three students who took the Sophomore Barrier Exit Interview. Their answers were sincere and unrehearsed. They all scored a satisfactory, equivalent to a grade of "Pass"	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).	We had three students take the Sophomore Barrier Jury. One was a BA in music composition major, one was a BA in music performance major and the third was a BM in Music Education major. They scored 99%, 95%, 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 graduate's NCLEX-RN pass rate was 92 percent for first-time test-takers during the same 12-month period.	Target Met
Program - Nursing - BSN {2016-2017}	BSN graduates will be able to practice as competent	1.1 (SAO & SLO)	BSN generic Students will successfully pass the National Council Licensure Examination for Registered Nurses	The BSN graduate's first write NCLEX-RN pass rate shall be no less than 95% of that year's national	62 of 66 (May 2023) were successful on the first write of the NCLEX-RN exam which resulted in a 93.9% first	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Nursing - BSN {2016-2017}	health care professionals.	1.1 (SAO & SLO)	(NCLEX- RN).	average as reported by the Institutions of Higher Learning.	write average. The four graduates retested and passed in calendar year 2023 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.	Seven DNP students have submitted their scholarly work at a state regional or national level.	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 were admitted no data collected. Three MSN to DNP with all three passing APRN certification prior to NU 799.	Target 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.	Out of 212 students who completed philosophy classes without withdrawing in the 2023-2024 academic year, 18 (8.5%) earned either a D or an F. This is better than our Achievement Target of 17% and a significant improvement over last	Target Met
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Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	year's DF rate of 13%. This 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.	Seven (7) students actively pursued the certificate during the 2023-2024 school year. This meets our target. However, one (1) student graduated in December of 2023, one (1) graduated in May, and another (1) will graduate in August. This means we will start the 2024-2025 academic year with four (4) students pursuing the certificate.	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.	A total of seven (7) students actively pursued the minor during the 2022-2023 academic year. This exceeds our target of 6 minors. However, two (2) of those students graduate in either May or August of 2024, so we will begin the next academic year with five (5) minors.	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 enrollment program. 1st year. Data will be entered in year 3.	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 enrollment program. 1st year. Data will be entered in year 3.	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 enrollment program. 1st year. Data will be entered in year 3.	Inconclusive
Program - Political Science (including Minors: Political Science and Nonprofit Advocacy) - BA {2016-	Students will demonstrate the ability to make a difference in the civic life of	4.1 (GEO 4.b. / SLO 4 / SAO)	Students will demonstrate the knowledge, skills, values, and commitment necessary for civic engagement.	The overall average score for students completing a major civic engagement assignment will be no lower than a 3.0 on the AAC&U Civic Engagement VALUE Rubric.	We could not assess this target because POL 202 Making Democracy Work was not taught in 2023-2024. The instructor was on sabbatical in Fall 2023 and as all graduating seniors	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
2017}	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.	in the program had already taken the course, there was no need to hire an adjunct to offer it.	Inconclusive
Program - Pre-Law - Minor {2019-2020}	The Pre-Law minor will prepare students to be successful law school applicants by connecting them to resources and familiarizing them with the process.	2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school admissions process as well as the specific components required in the typical law school application.	No fewer than 80% of students who complete IS 101 Law School Preparation will submit completed admissions portfolios, each containing a personal statement, a resume, a list of references, and an annotated list of the student's three most-preferred law schools.	Inconclusive. IS 101 Law School Preparation was not offered in 2023-2024.	Inconclusive
		2.1 (SLO & SAO)	Students will demonstrate progress toward successful law school admissions and knowledge of the law school admissions process as well as the specific components required in the typical law school application.	The average score for completed admissions portfolios will be no lower than 70/100.	Inconclusive. We were not able to conduct this part of the assessment because IS 101 Law School Preparation was not taught in 2023-2024.	Inconclusive
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 8 students assessed during AY 23-24, 7 passed the exam and 1 failed. Thus, 87.5% 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.	Faculty were unaware of any students being accepted to graduate programs since our last report. Our exit survey indicated that one student applied to two programs and was accepted to one.	Inconclusive
Program - Public Health - MPH {2016-2017}	The service goal of the Master of Public Health program is to engage in	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)).	Six (6) students worked on completing this assignment. Four (4) students met or exceeded the target, and two (2) students did not meet the requirements.	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Public Health - MPH {2016-2017}	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)).	Six (6) students worked on completing this assignment. Four (4) students met or exceeded the target, and two (2) students did not meet the requirements.	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=13) developed a report in which they critically evaluated a population-based intervention. Student assessment achievements were as follows: 53.8% (n=7) exceeded target and 46.1% (n=6). Approximately 100% (n=13) 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
		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	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 FA23-ED 697 12 2.45 SP24-ED 697 2 1.82 14 2.14 Totals 14 Overall Average 2.14	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Secondary Teacher Education - MAT {2016-2017}	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.	<div> <div># of Students Assessed 14</div> <div># Students Met Target 13</div> </div> <div>ED697-Phase 2</div> <div> <div># of students in section</div> <div>Overall TIAI Scores</div> <div>FA23-ED 697 1</div> <div>2.75</div> <div>SP24-ED 697 10</div> <div>2.29</div> <div>11</div> <div>2.52</div> </div> <div> <div>Totals: 11</div> <div>Overall Average 2.52</div> <div># Students Assessed: Phase 1: 14 students; Phase 2: 11 students</div> <div># Students Met Target: Phase 1: 13 of 14 students met target; Phase 2: 11 of 11 students met target.</div> <div>Notes: *This assessment is repeated from item 1.1.</div> </div>	Target Met
	Candidates will 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	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.	<div>13 licenses were granted in Fall 2023; 12 students were recommended for 5-year licenses in Spring 2024.</div> <div># Students Assessed: 25</div> <div># Students Met Target: 25</div> <div>Notes: All students who entered the program in the 2022-2023 academic term were granted licenses within the program's expected 2-year timeframe for completion; therefore, 100% (25) of candidates admitted to the MAT did complete, qualify and apply for a 5-year teaching license in the 2023-2024 academic year.</div>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	13 licenses were granted in Fall 2023; 12 students were recommended for 5-year licenses in Spring 2024. # Students Assessed: 25 # Students Met Target: 25 Notes: All students who entered the program in the 2022-2023 academic term were granted licenses within the program's expected 2-year timeframe for completion; therefore, 100% (25) of candidates admitted to the MAT did complete, qualify and apply for a 5-year teaching license in the 2023-2024 academic year.	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 2 2023-2024. Overall program is not low-enrolled.] FLS 102 Intercultural Capstone average score = 3.6 FLS 202 Intercultural Capstone average score = 2.5 Total average = 3	Target Met
	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 2 2023-2024. Overall program is not low-enrolled.] FLS 102 Intercultural Capstone average score = 3.6 FLS 202 Intercultural Capstone average score = 2.5 Total average = 3	Target Met
Program - 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.	93% of SLP undergraduate students (i.e., undergraduate majors, cross-registered students, and post-bac students) completed clinical observations and forms which require them to analyze clinical activity. Not every student applied to an SLP graduate program. Of the students who did apply to an SLP graduate program, 100% completed the required number of observation	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	hours. The documents were reviewed, credited, and verified by the program faculty. Documentation for each student is on file in the Speech and Hearing Center office. This guided observation documentation is required for admission to SLP graduate programs.	Target Met
Program - Speech Language Pathology - MS {2016-2017}	The speech-language pathology graduate student will demonstrate knowledge of basic communication and swallowing processes and associated disorders.	1.1 (SAO)	SLP graduate students will successfully complete the Praxis Examination in Speech-Language Pathology.	90% of the cohort of students completing the M.S. degree will earn a passing score on the Praxis Examination in Speech-Language Pathology.	92% of the students who have taken the Praxis exam have received official passing scores. Two students have failed it and will retake the exam.	Target Met
Program - Theatre - BA (including minor) {2016-2017}	To provide high quality theatrical production opportunities, creative activities, and practical experiences for our students.	2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	75% of students participating in the Survey will state that their goal upon graduating the Theatre program is to have the skillset to gain employment or a long-term internship in theatre or a related field.	No sophomores to assess.	Inconclusive
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that 70% of freshmen, sophomores, first year transfers, juniors and seniors participating in the major semester productions will meet proficiency on the AAC&U Creative Thinking VALUE Rubric. Proficiency is defined by achieving a score of “3” in at least 4 categories for freshmen, sophomores, first year transfers, juniors and seniors. Students must show proficiency before being allowed to complete Internship and/or graduate.	2 students, 1 senior and 1 freshmen, both met the criteria, with an average grade of 3.5.	Target Met
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that the freshmen, sophomores, first year transfers, juniors and seniors participating in TH 400 will meet proficiency on the	One freshman and one graduating senior were assessed, for an average score of 3.5. 100% met the threshold.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	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.	One freshman and one graduating senior were assessed, for an average score of 3.5. 100% met the threshold.	Target Met
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	The collective average of all TH 360 students' final grades will be 90%.	One student enrolled in ED 407 (Student teaching) received a 95% final grade, so 100% of students met the threshold.	Target Met
		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.	One was a theatre student, and the other was a Theatre Education student. They both scored an "A", so 100% of students met the threshold.	Target Met
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. The average abstract rubric score for TH 598 was 97. The average thesis rubric score for TH 698 was 93.	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	100% of students met the threshold.	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 2.	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}	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.	[Low-Enrolled Year 1 2023-2024. 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, we will offer the course and record the assessment materials. [less] # Students Assessed: 0 # Students Met Target: 0	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 2023-2024 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
		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 2023-2024. 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 2023-2024. 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 next iteration of this survey is 2025. There is no data to assess at this time	Inconclusive
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's	5% increase from the previous academic year of Women's Studies	A written exit survey was submitted to the recent graduates of the	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		4.2 (SAO)	Leadership.	<p>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.</p>	<p>program. Of the 3 students who were sent surveys, 3 of them were returned by the time of this report. The results of that survey are as follows:</p> <p>Student 1-Working full-time employment in the field of Leadership after graduation.</p> <p>Student 2- Applying to doctoral programs in the US and abroad. This student is currently working full-time on a work Visa while they apply for more programs.</p> <p>Student 3- completed the program while working full time. She started 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