

Student Achievement Outcome Results Report 2024-2025

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.	The students participating in senior exhibition and doing the senior survey met the target; they averaged "satisfied" or above on every question. The lowest scores were for Question #4 (on ART 100), Question #11 (on attending conferences), and Question #15 (on preparation for employment). These low scores were 4s (which means "more than satisfied"). The rest of the scores were 5s (which means very satisfied).	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.	Assessing the 8 students participating in senior exhibition in the fall and spring, the students met the target; the average score was a 2.59, strongly above the goal of 2.0. The average for each criteria was also above the target. The lowest averages were for Q#1 (application of design), 2.435, and Q#5 (artist's portfolio),2.44. The highest averages were for Q#3 (professional body of work), 2.75, and Q#4 (exhibition statement), 2.7. Seven of the eight students scored with an average over 2. One student averaged 1.9. Six of the students averaged a 2.6 or higher- 2 students scored a perfect 3.	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	Low enrollment year 2, 2024-2025. We were unable to collect data due to no enrolled students in the art history minor	Inconclusive
Program - Biology (including Minor and Secondary Education Certification) - BS {2016-2017}	The student will tap into the interdisciplinary nature of science, in both	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,”	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	The target was not met. 23% (3/13) of the assessed students scored above the 50th percentile. This was down from 40% last year, but still	Target Not Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Biology (including Minor and Secondary Education Certification) - BS {2016-2017}	understanding material across disciplines and in communicating and collaborating across disciplines.	2.2 (SAO)	the student will learn the concepts covered by a commercial, nationally-administered Major Fields Test in biology, taken in their final semester before graduation.	across the nation taking the same test in the same year.	<p>better than any year other than 2024 since 2019. The average percentile was the 29th percentile, which was also down from last year (37th percentile average) but still better than any year other than 2024 since 2019. Trends in Major Fields Test scores over the past 20 years are graphed in the BioAssessment_2.2_MajorFieldsTest_Trends file.</p> <p>This assessment, more than most of the others, reflects the students' entire time in the major, as it is an assessment of the entire range of biology knowledge. Changes we make in instruction take several years to trickle through to tangible results in the Major Fields Test.</p>	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.	85.7% of the students in Fall 2024 and Spring 2025 semesters in the senior capstone courses (BU 460 and MGT 497) 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.	<p>86 students in Fall 2024 and Spring 2025 semesters in the senior capstone courses (BU 460 and MGT 497) completed the Exit Questionnaire. 100% of the 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.</p> <p>I will be continuing with the same job I currently hold. 21 students I will be promoted to a new job with the same company in which I am</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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.	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. 25 students I will begin searching for a position after graduation. 14 students I intend to continue my education in graduate school. 9 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.	Data was assessed for the Fall 2023, Spring 2024, and Summer 2024 MBA cohorts. Fall 2023 - 18 students entered the program and 77.78% were still enrolled 2 semesters later. Spring 2024 - 8 students entered the program and 100% were still enrolled 2 semesters later. Summer 2024 - 4 students entered the program and 100% were still enrolled 2 semesters later.	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.	Data was assessed for the Fall 2022, Spring 2023, and Summer 2023 MBA cohorts. Fall 2022 - 9 students entered the program and 100% graduated within 6 semesters. Spring 2023 - 3 students entered the program and 100% graduated within 6 semesters. Summer 2023 - 4 students entered the program and 75% graduated within 6 semesters.	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.	Low-Enrolled Year 3 2024-2025. There were no graduating chemistry majors in 2025, so no chemistry majors took the Chemistry Major Fields Test.	Inconclusive
Program - Communication (including Minor) - BA,	Students will demonstrate preparedness for	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	The mean score for the sampled student portfolios was 90.0 on a 100-point scale using the departmental	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
BS {2016-2017}	professional work or graduate studies.	3.1 (SAO)	Students will complete professional portfolios that showcase their skills for potential employers or graduate schools.	Communication Student Portfolio rubric.	Communication Student Portfolio rubric. Of the 3 portfolios sampled, 3 scored 80 or better, for a total of 100 percent (above the 80 percent threshold).	Target Met
Program - Creative Writing - MFA {2016-2017}	Students will demonstrate familiarity with the literary marketplace and other outlets for creative writers.	3.1 (SAO & SPG C.4)	Students will publish their work in appropriate publications for their genres.	90% of students participating in the Master’s Thesis Survey will report that by the time they defend their thesis they have published at least one work in a literary journal or had a play published or produced or had their writing published in another outlet appropriate to the genre.	Of the six students who completed the Thesis Survey, 5 reported that they had published work prior to graduation. The one student who reported that they had not published, indicated that they had been diligently submitting their work, but had not placed it yet.	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.	80% of students achieved the ServSafe Manager national industry certification.	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 2. 3 students have enquired about or declared the minor, and none have taken LIB 201 or LIB 401 to date.	Inconclusive
Program - Early Childhood Development - BS {2019-2020}	Students will be able to demonstrate an understanding of and integrate content and skills	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	We had 4 ECD completers in ED 404 during the 24-25 school year, two in Fall 24 and two in spring 25.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type																																		
Program - Early Childhood Development - BS {2019-2020}	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.	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.	We had 4 ECD completers in ED 404 during the 24-25 school year, two in Fall 24 and two in spring 25.	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 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 2024: 8 of 9 students met or exceeded Spring 2025: 5 of 5 students met or exceeded # Students Assessed: 14 # Students Met Target: 13	Target Met																																		
Program - Elementary Education - BS {2016-2017}	Candidates demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards for P-12 learners (Council of Accreditation for Educator Preparation, CAEP 1.4).	2.1 (SAO & SLO)	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully teaching K-6 students.	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and career-supportive environments by successfully teaching K-6 students through scoring on average a 2 (acceptable) or above overall on the TIAI.	<table><tr><td colspan="2">ED 435 (previously 335) and Internship Results (TIAI Overall)</td></tr><tr><td># of students in section</td><td>Overall TIAI Scores</td></tr><tr><td>FA24-ED435</td><td>15.</td></tr><tr><td>2.69</td><td></td></tr><tr><td>SP25-ED435</td><td>7</td></tr><tr><td>2.42</td><td></td></tr><tr><td>FA24-Intern (Phase 1)</td><td>11</td></tr><tr><td>2.55</td><td></td></tr><tr><td>FA24-Intern (Phase 2)</td><td>11</td></tr><tr><td>2.67</td><td></td></tr><tr><td>SP25-Intern (Phase 1)</td><td>13</td></tr><tr><td>2.44</td><td></td></tr><tr><td>SP25-Intern (Phase 2)</td><td>13</td></tr><tr><td>2.57</td><td></td></tr><tr><td>Totals:</td><td>70</td></tr><tr><td>2.56</td><td></td></tr><tr><td colspan="2">Overall Average: 2.56 # Students Assessed: 70 # Students Met Target: 69 Notes: The results indicate that students demonstrate key</td></tr></table>	ED 435 (previously 335) and Internship Results (TIAI Overall)		# of students in section	Overall TIAI Scores	FA24-ED435	15.	2.69		SP25-ED435	7	2.42		FA24-Intern (Phase 1)	11	2.55		FA24-Intern (Phase 2)	11	2.67		SP25-Intern (Phase 1)	13	2.44		SP25-Intern (Phase 2)	13	2.57		Totals:	70	2.56		Overall Average: 2.56 # Students Assessed: 70 # Students Met Target: 69 Notes: The results indicate that students demonstrate key		Target Met
ED 435 (previously 335) and Internship Results (TIAI Overall)																																								
# of students in section	Overall TIAI Scores																																							
FA24-ED435	15.																																							
2.69																																								
SP25-ED435	7																																							
2.42																																								
FA24-Intern (Phase 1)	11																																							
2.55																																								
FA24-Intern (Phase 2)	11																																							
2.67																																								
SP25-Intern (Phase 1)	13																																							
2.44																																								
SP25-Intern (Phase 2)	13																																							
2.57																																								
Totals:	70																																							
2.56																																								
Overall Average: 2.56 # Students Assessed: 70 # Students Met Target: 69 Notes: The results indicate that students demonstrate key																																								

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.	are currently working in their field of study or in a field where they regularly use the skills acquired in the English program.	have been administered this year, but may not have been done	Inconclusive
		3.2 (SAO)	Students will be actively engaged utilizing their English degrees.	90% of English graduates completing the MUW Graduation Survey will be employed in their field or a related field or planning to attend/enrolled in graduate school in their field or related field.	<p>This year 0 students reported that they had secured employment in their field, though we know of at least 1 student who had already been hired to teach secondary ed, and we expect others will be able to report that as well. 3 reported that they were searching for full-time employment and 4 reported that they were currently employed full-time. There may be some confusion about what it means to be 'employed in their field,' or students may have full-time employment in an unrelated field. 5 intend to go on to graduate studies. It is not clear from the survey how their answers might overlap, since we can't see who answered each of the questions, only how many students did.</p> <p>As we have said previously, this is not an ideal assessment instrument. It would be better if we could administer a survey like this after six months or after a year or two, as it often takes that long for students to find work in their field, given that there aren't a lot of jobs in the Columbus area that students would consider to be in the field of English. We continue to look for a better instrument, and we hope that one may become available through the Career Center or in conjunction with the QEP.</p>	Target Not Met
Program - Family Nurse Clinician (including Certificate) - MSN {2016-2017}	Prepare advanced practice nurses who demonstrate mastery of expected national competencies	1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and coordinate safe and quality patient care.	80% of graduates are successful in passing the FNP Certification exam (either ANCC or AANPCP) on graduation of the program.	100% of graduates were successful in passing the FNP certification exam taking ANCC and 100% were successful with the AANP exam.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Family Nurse Clinician (including Certificate) - MSN {2016-2017}	including the abilities to assess, diagnose, and manage a broad scope of acute and chronic health issues in primary care.	1.1 (SAO & SLO)	Participate as a member and leader of interprofessional teams to manage and coordinate safe and quality patient care.	80% of graduates are successful in passing the FNP Certification exam (either ANCC or AANPCP) on graduation of the program.	100% of graduates were successful in passing the FNP certification exam taking ANCC and 100% were successful with the AANP exam.	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.	There were no Post Grad APRN Students and none testing.	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.	All students were visited at their clinical sites with all students completing with the minimum grade of B.	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 rated ethical practice at 9.3/10 on average; 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 rated their professional preparation at 8.8/10 on average on the Senior Exit Survey; 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.	Low-Enrolled Year 3 2024-2025. Coordinator did not provide for the second year in a row (admin).	Inconclusive
		2.1 (SAO)	Students will demonstrate awareness of films from a variety of cultures.	At least 80 percent of students surveyed will report having viewed films originating in (or produced in) a country other than the United	Low-Enrolled Year 3 2024-2025. Coordinator did not provide for the second year in a row (admin).	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.1 (SAO)	Students will demonstrate awareness of films from a variety of cultures.	States.	Low-Enrolled Year 3 2024-2025. Coordinator did not provide for the second year in a row (admin).	Inconclusive
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.	Low-Enrolled Year 3 2024-2025 (Previous years carried over from French Minor) FLS 202 Interpersonal Task average score = 83% FLF 202 Interpersonal Task average score = 93.25 Both classes met the target of a class average over 80%. French has fewer students, so there will likely be greater swings in the average depending on the individual strengths of the students. This was clearly a good group, though there are also benefits to having small class sizes.	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.	Low-Enrolled Year 3 2024-2025 (Previous years carried over from French Minor) FLS 102 Interpersonal Task average score = 90.5% FLS 201 Interpersonal Task average score = 85% FLF 201 Interpersonal Task average score 89% All three classes had an average score of above 80%	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. Three questions from NU 453 final exam: 1. By appreciating the reality of death, dying, and bereavement, individuals can:	Fall 2024: The average score of NU 453 students was 86.7% on the final exam, focusing on three pertinent questions (the average score for the final exam, including all questions, is 87.6%) Spring 2025: The average score of NU 453 students was 70.7% on the final exam, focusing on three pertinent questions (the average score for the	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Gerontology - Minor {2018-2019}	Students will transfer learning to their majors and complex situations.	1.2 (SAO & SLO)	Students will be able to utilize the knowledge on end-of-life issues and explain the ways of the concepts of death can change over time, place, and culture.	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:	final exam, including all questions, is 81%)	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.	Using the survey given to capstone students after their in-class presentation, we found that of the 5 students who filled out the survey, all reported above a 3.0 on a 1-5 Likert scale. S1: 4.8 S2: 5 S3: 5 S4: 5 S5: 5 2 left substantive comments focusing on the skills they learned like research, critical thinking, and analysis	Target Met
Program - Honors College {2016-2017}	The Honors College will support students graduating with Honors to enter graduate school or a position in the student's chosen profession upon graduation.	4.1 (SAO)	The Director of the Honors College and Honors Faculty Advisors will advise and support students who graduate with Honors as they apply for graduate school, internships, or professional positions.	80% of Honors graduates participating in the Honors Exit Survey will report that they have been accepted into graduate school or have obtained an internship or a position in the student's chosen profession upon graduation.	Of the 14 students who graduated with honors in 2025, 9 students (64%) took the exit survey. 1 respondent (11%) said that they planned to work in a profession related to their major. 4 students (44%) said that they planned to attend graduate school. And 4 students (44%) said that they planned to attend graduate school and secure work in a profession related to their major. I suspect that this final number, those selecting both graduate school and a professional career, were thinking about their long-term career goals. I will be sure, next year, to specify that the question is asking only about their plans immediately upon graduating. Still, the survey results show that 100% of respondents plan to secure	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.	employment in their profession, attend graduate school, or both.	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.	2024-2025 = Low-enrolled Year 1 Low-enrolled Year 1: No students minoring in Human Geography were graduating seniors during the 2024-25 school year, so there are no results to report.	Inconclusive
Program - Interdisciplinary Studies (incl. American, International, Medieval/Renaissance, and Social Studies Minors) - BA, BS {2016-2017}	Students will collaborate with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student's interests and academic needs	4.1 (SAO & SPG A.1)	Students enrolled in IS 499 will successfully complete their Capstone project, which involves collaborating with faculty from multiple academic disciplines in order to intentionally combine those fields into a significant research project focused on the student's interests and academic needs.	100% of students enrolled in IS 499 Capstone will pass the course.	In AY 2024-25, 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 2024-25, 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	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	The new Kinesiology Graduate Survey was completed during the 2024-2025 AY. Summer and Fall 2024 and spring 2025 sections of KIN 416 had 18	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Kinesiology (including Exercise Science Minor) - BS {2016-2017}	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.	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	students enrolled. None of the students indicated that they had already earned a professional certification, however, 10/18 students indicated that they planned to pursue a professional certification or an additional professional certification, 6/18 indicated that they may elect to pursue a professional certification or an additional professional certification, and 2/18 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 15/18 students indicated that they planned to pursue additional education, 1/18 indicated that they may elect to pursue additional education, and 2/18 indicated that they did not plan to pursue additional education. 9/17 students indicated that they had already applied to graduate/professional programs while 8/17 indicated that they had not. 7/9 students indicated that they had been accepted to graduate/professional programs while 2/7 students indicated that they were awaiting decisions on acceptance to graduate/professional programs. Zero students indicated that they were not accepted to a graduate/professional program. Of the students who had already received acceptance letters to graduate/professional programs, Two students were accepted to Physical Therapy Doctoral programs, 2 students were accepted to Athletic Training Master's programs, and 1 student was accepted to a Masters of Business Administration program. Three of 12 students indicated that	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	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>Six (6) total students were enrolled in PLG 440 Practical Legal Lab (capstone course) in Fall 2024 and Spring 2025 (one students in Fall 2024, five students in Spring 2025).</p> <p>All students completed the course exit survey. Within the survey, the students were asked the following questions: "Do you have plans to pursue a graduate degree such as a master's degree or law degree? If yes, what are your plans and what steps have you taken to reach this goal? If no, do you intend to pursue a career as a paralegal? If yes, then are you considering taking a certified paralegal exam, such as that given by NALA or NFPA?"</p> <p>Four (4) students (67%) intend to pursue law school or another graduate program, and one (1) student indicated she intend to work as a paralegal and considering taking steps to sit for the certified paralegal</p>	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Legal Studies (including Minor) - BA, BS {2016-2017}	Students will pursue opportunities to further their career to become an effective legal team member.	3.1 (SAO)	To continually improve knowledge, skill and competence as a legal team member.	45% of graduating students participating in the Legal Studies Exit Survey will report that they have taken steps to become a certified paralegal or taken steps to further their education with graduate programs or law school.	exam. One (1) student is undecided on next steps. 83% of students assessed answered they intended to further education or take the certified paralegal exam.	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.	100% of students earned a semester grade of C or better in MA 301 Concepts of Abstract Mathematics. MA 301 was taught in Spring 2025 with 2 students. Grades; 1 B, 1 C.	Target Met
Program - Music (including Minor) - BA, BM {2016-2017}	Students will exhibit knowledge and understanding of Classical Music works from both instrumental and vocal genres, and of the major historical periods and trends in the Western Classical Music.	1.1 (SAO)	Students will perform works from multiple musical periods on their major instrument at the end of their sophomore year.	80% of the students will receive at least a satisfactory rating (given by the music faculty) during their Sophomore Exit Interview.	We have had 5 students who completed an interview as part of the Sophomore Barrier Jury. All of them passed.	Target Met
		1.1 (SAO)	Students will perform works from multiple musical periods on their major instrument at the end of their sophomore year.	90% of the students will score at least an 80 (on the 1-100 scale used in the “Sophomore Barrier Rubric).	There were 5 students who have taken the Sophomore Barrier Jury this academic year. One has scored 92%, two have scored 91%, and two have scored 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 85 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 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.	73 of 81 graduates (May 2024) were successful on the first write of the NCLEX-RN exam which resulted in a 90% first write average. All 8 retested and passed in 2024 so 100% for the year was reported to IHL.	Target Met
Program - Nursing Practice - DNP {2016-2017}	Produce clinical scholars who are committed to	3.1 (SAO & SLO)	Provide leadership in the analysis, development, and implementation of health care policy on local, regional,	At least 70% of all DNP students will submit a scholarly work (eg. poster, podium, publication, etc.)	100% of graduating students submitted scholarly work to a state or national platform during the plan of	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Nursing Practice - DNP {2016-2017}	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)	national, and global levels.	to a state, regional, national, or international journal or conference during their plan of study.	study.	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).	There were no Post BSN to DNP students admitted therefore no data was collected.	Inconclusive
Program - Philosophy (including Applied and Professional Ethics Certificate) - Minor {2016-2017}	Philosophy students will learn and apply critical thinking and philosophical reasoning skills.	1.3 (SAO & SPG D.4)	The philosophy department will support students in successfully completing philosophy courses to fulfill the critical thinking general education requirement.	Of students who complete philosophy classes, 17% or fewer will receive a grade of D or F.	<p>[Actual Minors are Low-Enrolled Year 3 2024-2025.]</p> <p>Of 227 students who completed PHL courses in AY24-25, 17 (7.5%) earned either a D or an F. This is better than our achievement target of 17% or less. It is also better than AY23-24 (8.5%).</p> <p>Of 13 PHL classes offered in AY24-25, 12 (92.3%) met the achievement target.</p> <p>This suggests that our program does a good job of supporting students</p>	Target Met

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.	toward completing their critical thinking requirement for the core curriculum. It may also be the case that the effects of the pandemic on study skills and preparedness are slowly diminishing.	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 3 2024-2025.] 5 students actively pursued the Certificate in AY24-25, and one additional student has expressed interest. This falls short of our achievement target of 7 students. Additionally, one student graduated with their certificate in December 2024, and two graduated in May 2025. This means it will be important to continue recruiting students into the certificate program, especially from the professional programs on campus.	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 3 2024-2025.] During AY24-25, there were 8 total minors. This exceeds our goal achievement target of 6. However, 3 minors graduated in December 2024 and 3 graduated in May 2025. So while our efforts at recruitment have been successful, we will need to keep up these efforts in AY 25-26.	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.	This is year 2 of a 3-year cycle, thus we are collecting data. We had 0 students, so we continue recruitment efforts at college fairs and recruitment events.	Inconclusive
		1.1 (SAO)	Students will demonstrate knowledge of principles, theories, laws in the physical sciences as well as educational theory, expectations and practices as state licensing requirements dictate.	90% of the students evaluated in the program will pass the Praxis Subject Assessments Test in Physics: Content Knowledge with a score of 139 or above.	Low-Enrolled Year 2. We had 0 students, so we continue recruitment efforts at college fairs and recruitment events.	Inconclusive
		1.1 (SAO)	Students will demonstrate knowledge of principles, theories, laws in the physical sciences as well as educational theory,	90% of the students evaluated in the program will pass the Principles of Learning and Teaching (PLT) Test	Low-Enrolled Year 2. We had 0 students, so we continue recruitment efforts at college fairs and	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.1 (SAO)	expectations and practices as state licensing requirements dictate.	with a score of 157 or above.	recruitment events.	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.	POL 202 Making Democracy Work was taught in the fall and spring semesters, with twenty students completing the course. The average score on the Civic Engagement Rubric was a 3.2, and though eight students scored below the target of 3.0, most of these were very close to achieving the target: three scored a 2.9 and another two earned a 2.8. The highest average score was for Civic Identity and Commitment (3.5), and the lowest was for Analysis of Knowledge (2.1). Scores on this dimension were much higher in the fall semester, when the six students taking the course for their major or minor scored an average 3.3. In the spring, the class average was only a 1.6, and this was a reflection of the fact that the course was taught to Honors students in their second semester of college. This dimension of the rubric, which aims for an outcome in which a student “connects and extends knowledge (facts, theories, etc.) from [their] own academic study/field/discipline to civic engagement and to [their] own participation in civic life, politics, and government,” is not an appropriate goal post for freshmen.	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.	Low-Enrolled Year 2 2024-2025. Because of low-enrollment, this program will analyze results every three years. To document data for this year: Three students enrolled in IS 101 Law School Preparation in Spring 2025, the only semester IS 101 was offered. Though one student failed to submit her list of references when it was first	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	assigned, all three students submitted completed portfolios by the end of the semester.	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.	Low-Enrolled Year 2 2024-2025. In 2024-2025, IS 101 was offered only in Spring 2025 and was taken by three students. The average score for their completed admissions portfolios was an 85, and the lowest individual score was a 70.	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.	Fall 2024 – 4 students assessed – 3 met target Spring 2025 – 6 student assessed – 4 met target Of the 10 total students assessed, 7 (70%) met the target. The average student score was 8.9.	Target Not Met
Program - Psychology (including Minor) - BA, BS {2016-2017}	Psychology students will be prepared for graduate study and entry-level employment in the discipline.	2.3 (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 do not monitor these types of informal channels and did not find out about any students being accepted to graduate programs in this manner. Our exit survey indicated that three students applied to graduate programs (range = 0–4); one student has been accepted to two.	Target Not Met
Program - Public Health - MPH {2016-2017}	The service goal of the Master of Public Health program is to engage in community service, workforce development, and capacity-building activities to	2.2a (SAO)	Students will develop a grant proposal budget and a budget narrative that meets the requirements of the funding agency.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	To assess the outcome, “Students will develop a grant proposal budget and a budget narrative that meets the funding agency requirements,” students in HED 570 were tasked with creating a complete budget and budget narrative aligned with specific funding agency guidelines. Twelve of the fifteen students (80%) met or exceeded the target on the initial	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Public Health - MPH {2016-2017}	improve local and regional health.	2.2a (SAO)	Students will develop a grant proposal budget and a budget narrative that meets the requirements of the funding agency.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	submission. The remaining three students revised their assignments based on instructor feedback and demonstrated competency in developing a compliant grant budget and narrative. These results suggest that the assignment effectively supports the development of practical budget-writing skills essential for public health professionals.	Target Met
Program - Public Health Education (including Minor) - BS, BAS {2016-2017}	The service goal of the undergraduate programs in Public Health Education is to improve local and regional health through community service, workforce development, and capacity-building activities	2.2 (SLO, SAO)	Students will conduct a critical evaluation of a population-based policy, program, or intervention.	80% of students will meet or exceed target as scored on a rubric. (Exceed target (2), Meet Target (1), Below Target (0)).	This assignment was not completed as originally planned due to a change in course instructor. The incoming instructor did not implement this assignment as part of the revised course structure. Therefore, the results are inconclusive.	Inconclusive
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.	Low-Enrolled Year 3 2024-2025. Because of low enrollment, this program will analyze results every three years. The religious studies minor had no students this year, and no REL courses with cross-listed sections were taught. There was therefore no data available to collect for current or revised goals.	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.	Low-Enrolled Year 3 2024-2025. Because of low enrollment, this program will analyze results every three years. The religious studies minor had no students this year, and no REL courses with cross-listed sections were taught. There was therefore no data available to collect for current or revised goals.	Inconclusive
Program - Secondary Teacher Education - MAT {2016-2017}	Candidates demonstrate skills and commitment to creating	2.1 (SAO & SLO)	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all students access to rigorous college and	Candidates will be able to demonstrate skills and commitment to creating supportive environments that afford all	ED 697-Phase 1 # of students in section Overall TIAI Scores	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Secondary Teacher Education - MAT {2016-2017}	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)	career-ready standards by successfully teaching secondary education students.	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.	FA23-ED 697 12 2.45 SP24-ED 697 2 1.82 14 2.14 Totals 14 Overall Average 2.14 # of Students Assessed 14 # Students Met Target 13 ED697-Phase 2 # of students in section Overall TIAI Scores FA23-ED 697 1 2.75 SP24-ED 697 10 2.29 11 2.52 Totals: 11 Overall Average 2.52 # of Students Assessed 11 # Students Met Target 11 # Students Assessed: 25 # Students Met Target: 24	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	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.	1 license was granted in Fall 2024; 3 students were recommended for 5-year licenses in Spring 2025. # Students Assessed: 4 # Students Met Target: 4 Notes: All students who entered the program in the 2023-24 academic term were granted licenses within the program's expected 2-year timeframe for completion; therefore, 100% (4) of candidates admitted to the MAT did	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	complete, qualify and apply for a 5-year teaching license in the 2024-25 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.	Low Enrolled Year 3 2024-25 FLS 102 Intercultural Capstone average score = 3.7 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.	Low Enrolled Year 3 2024-25 FLS 102 Intercultural Capstone average score = 3.7 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.	SLP majors, cross-registered students, and post-bac students were required to complete a minimum of 25 hours of clinical observations, which required them to analyze the observed clinical activity. 33 of the 35 students (94%) who applied to graduate school met this goal. Of the 35 students, two decided not to apply to graduate school at the end of their senior year. All 35 students received feedback regarding the observed clinical sessions. Documentation for each student is on file in the Speech and Hearing Center's office.	Target Met

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
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.	95% of the students who have taken the Praxis exam have received official passing scores. One student who has not passed the exam is studying and has plans to retake the Praxis 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.	Low-Enrolled Year 1 2024-2025. 1 out of 1 (100%) answered questions #3 and #4 satisfactorily, showing an understanding of the importance of acquiring the necessary skills to pursue a career in Theatre or Theatre Education. Please see the related document on Student responses	Target Met
		2.1 (GEO 5.a., SPG C.3, SAO)	Students will increase their skills of professionalism and work ethics by performing assigned tasks with diligence, reliability, and punctuality.	It is expected that 70% of freshmen, sophomores, first year transfers, juniors and seniors participating in the major semester productions will meet proficiency on the AAC&U Creative Thinking VALUE Rubric. Proficiency is defined by achieving a score of “3” in at least 4 categories for freshmen, sophomores, first year transfers, juniors and seniors. Students must show proficiency before being allowed to complete Internship and/or graduate.	Low-Enrolled Year 1 2024-2025. One freshman, one junior and one transfer were evaluated for an average score of 3.25.	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.	Low-Enrolled Year 1 2024-2025. 1 freshmen, 1 transfer and 1 junior were evaluated for an average grade of 3.5	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.	The collective average of all TH 360 students' final grades will be 90%.	Low-Enrolled Year 1 2024-2025. There were no students enrolled in TH 360 or ED 407 to evaluate.	Inconclusive
		2.3 (SLO & SAO)	Students will effectively demonstrate their comprehension and developed abilities by synthesizing the sum of their knowledge gleaned in the Theatre curriculum to independently devise a creative piece with a unique point of 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.	Low-Enrolled Year 1 2024-2025. One student was analyzed and scored a 92 on the rubric	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 students met this mark. For 598, using the Abstract Rubric, the average score was 94. Using the Thesis rubric in TH 698, the average score was 91	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 were satisfied with the MFA Program	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 3.	Inconclusive
Program - Women's Gender, and Sexuality Studies (including Minor) - BA {2016-2017}	The students, through critical examination, will become cognizant of the status of women in diverse cultural contexts and time periods.	1.2 (SAO)	By the completion of the minor or major program in women's studies, the students will complete a direct mentor or internship experience with a woman who works in a non-traditional field, in a non-profit organization with a connection to improving women’s lives, or in a field which documents women’s lives and experiences.	90% of students will be able to provide at least two specific examples of personal or intellectual growth in their knowledge about women’s experiences which was gained during their mentoring or internship experience.	Low-Enrolled Year 3 2024-2025. This course was not offered as there were no students enrolled in the program who had progressed to this stage. There is no data to assess	Inconclusive

Unit Name	Goal	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
Program - Women's Leadership - MA {2016-2017}	The Women's Studies program will meet students' needs by preparing them for 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 3 2024-2025. The 2025 survey was not administered. There is no data to collect or assess.	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 3 2024-2025. No departmental Surveys were circulated at the end of this year because we had no graduates of the program. We will administer a survey when we have graduates of the program. The survey will be sent via email instead of social media platforms.	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 3 2024-2025. The 2025 survey was not administered. The office of Assessment will no longer administer this survey, so there are no results to assess.	Inconclusive
	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	Per the Director of Institutional Research & Assessment, the Office of Institutional Research & Assessment will no longer conduct/administer the alumni survey. The hope is that the MUW Alumni Affairs office will take on this task. There is no data to assess.	Inconclusive
		4.2 (SAO)	Students will be actively engaged using their master's degrees in Women's Leadership.	5% increase from the previous academic year of Women's Studies alumni students participating in the Survey stating that they are either employed in a field where they regularly use the skills acquired in the master's program of Women's Leadership program or are enrolled in a higher level graduate/professional program connected with women's leadership.	A written exit survey was submitted to the recent graduates of the program. Of the 2 students who were sent surveys, 2 of them were returned by the time of this report. The results of that survey are as follows: Student 1-Working full-time employment in the field of Leadership after graduation. The student is an entrepreneur and plans to pursue a doctoral degree after a year's break. Student 2- Student is starting a full-	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.	5% increase from the previous academic year of Women's Studies alumni students participating in the Survey stating that they are either employed in a field where they regularly use the skills acquired in the master's program of Women's Leadership program or are enrolled in a higher level graduate/professional program connected with women's leadership.	<p>time teaching position in the fall, and will be a soccer coach. This student is currently working full-time on a work Visa .</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.	<p>Per the Director of Institutional Research & Assessment, the Office of Institutional Research & Assessment will no longer conduct/administer the alumni survey. The hope is that the MUW Alumni Affairs office will take on this task.</p> <p>So, there is no data to collect and assess.</p>	Inconclusive