University of Louisiana at Lafayette

Detailed Assessment Report
2015-2016 Criminal Justice MS
As of: 11/07/2016 12:21 PM CENTRAL
(Includes those Action Plans with Budget Amounts marked *One-Time, Recurring, No Request*.)

Mission / Purpose

The Master of Science degree program in Criminal Justice is designed to build a student's individual, agency, and community capacity to understand, prevent, intervene, and respond innovatively and effectively to juvenile delinquency and crime, using evidence-based practices and policies, in ways that ensure justice. Through intensive study, students will be prepared for a wide range of positions requiring an advanced degree. Upon completion of the program, students will be prepared to enter leadership positions as well as to facilitate program development, implementation, and analysis within various government, private-for-profit, and non-profit agencies that comprise the complex justice system. The program also provides advanced theoretical knowledge and research skills and experience necessary for entering instructor-level positions in criminal justice within institutions of higher education or for entering a doctoral program.

Student Learning Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Critical Analysis

1. Critically analyze crime and justice philosophies, theories, policies, programs, and practices.

Data are the entirety of theses or comprehensive exams completed in one academic year.

Assessment Process: To assess this objective, two or more members of the graduate faculty will rate each thesis and written comprehensive exam according to either a thesis rubric or a comprehensive exam rubric.

Data Collection Timeline: Spring 2015, Spring 2018

Data Analysis and Reporting Timeline: Spring 2015, Spring 2019

Success Indicators:

For all exams reviewed using this rubric, students will average 3/5 ("adequate") on the "Critical Appraisal" dimension of the comprehensive exam rubric.

For all theses reviewed using this rubric, students will average 4/5 ("advanced") on the "Critical Appraisal" dimension on the thesis rubric.

Connected Documents

Comprehensive Exam Rubric
Thesis and Research Methods Rubric

Related Measures

M 1: Comprehensive Exams

Criminal Justice Departmental Graduate Student Learning Objectives and Five Year Assessment Plan – 2015-2019
1. Critically analyze crime and justice philosophies, theories, policies, programs, and practices.

Data Source:

Data are the entirety of comprehensive exams completed in one academic year.

Assessment Process:

To assess this objective, Assessment Process: To assess this objective, two or more members of the graduate faculty will score each written comprehensive exam according to an established rubric. All thesis and exam scores should average 3 out of a possible 5.

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:

All scores should average 3 out of a possible 5.

2. Effectively communicate in writing.

Data Source:

Data are the entirety of comprehensive exams completed in any one semester.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each written comprehensive exam according to an established rubric. All exam scores should average 3 out of a possible 5.

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:
All comp exam scores should average 3 out of a possible 5.

Source of Evidence: Comprehensive/end-of-program subject matter exam

Connected Document
Comprehensive Exam Rubric

Target:

Success Indicators:

For all exams reviewed using this rubric, students will average 3/5 ("adequate") on the "Critical Appraisal" dimension of the comprehensive exam rubric.

Connected Document
Comprehensive Exam Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because the comprehensive exam was successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures, and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

Related Action Plans (by Established cycle, then alpha):

Exam rubric
The program has developed a comprehensive exam rubric that will be more efficient at measuring quality of the exam. Rather than using the pass/fail metric, we are now scoring different dimensions of the exam. See the uploaded rubric in the document section.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Comprehensive Exams | **Outcome/Objective:** Critical Analysis
| Written Communication Skills

Implementation Description: We have developed the rubric and will start using it during AY 2016-2017
Projected Completion Date: 05/2017
Responsible Person/Group: Ami Stearns
Additional Resources: None

M 2: Thesis

Criminal Justice Departmental Graduate Student Learning Objectives and Five Year Assessment Plan – 2015-2019
1. Critically analyze crime and justice philosophies, theories, policies, programs, and practices.

Data Source:

Data are the entirety of theses completed in one academic year.

Assessment Process:
Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:

For all theses reviewed using this rubric, students will average 4/5 ("advanced") on the "Critical Appraisal" dimension on the thesis rubric.

2. Effectively communicate in writing.

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:
For all theses reviewed using this rubric, students will average 15/25 across all

dimensions of the thesis rubric.

4. Demonstrate enhanced knowledge of research design, collection, and analysis in one or more areas of concentration.

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis and written comprehensive exam according to an established rubric

Data Collection Timeline:

Spring 2017, Spring 2019

Data Analysis and Reporting Timeline:

Spring 2018, Spring 2020

Success Indicators:

For all theses reviewed, average scores of 4/5 ("advanced") on "Research Methods Knowledge" dimension of the thesis rubric.

Source of Evidence: Senior thesis or culminating major project

Connected Document
> Thesis and Research Methods Rubric

Target:

Success Indicators:

For all theses reviewed using this rubric, students will average 4/5 ("advanced") on the "Critical Appraisal" dimension on the thesis rubric.

Connected Document
> Thesis and Research Methods Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because all four theses successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures,

and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

Related Action Plans (by Established cycle, then alpha):

Faculty Recruitment

Recruit graduate faculty members who will continue to provide a educational experience that promotes critical thinking.

Established in Cycle: 2014-2015
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Thesis | **Outcome/Objective:** Critical Analysis

Implementation Description: Recruit a one year temporary hire to replace Dr. Evans for the Fall 2015. Have a full-time, tenure track faculty member hired by the Fall semester of 2016.
Projected Completion Date: 08/2015
Responsible Person/Group: Department Head; Department Head and Hiring Committee.

Thesis rubric

The program has developed a thesis rubric that will be more efficient at measuring quality. Rather than using the pass/fail metric, we are now scoring different dimensions of the thesis. See the uploaded rubric in the document section.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Thesis | **Outcome/Objective:** Critical Analysis | Knowledge and Application of Research Design | Written Communication Skills

Implementation Description: The rubric has already been developed and will be used during the AY 2016-2017.
Projected Completion Date: 05/2017
Responsible Person/Group: Ami Stearns
Additional Resources: None

SLO 2: Written Communication Skills

2. Students will demonstrate the ability to complete written work that adheres to professional standards for form and content.

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis and written comprehensive exam according to an established rubric. All thesis and comprehensive exams completed during one academic year will be assessed.

Data Collection Timeline: Spring 2015, Spring 2018 Data Analysis and Reporting Timeline: Spring 2015, Spring 2019

Success Indicators:

For all exams reviewed using this rubric, students will average 12/20 ("adequate") across the four dimensions of the comprehensive exam rubric.

For all theses reviewed using this rubric, students will average 15/25 across all dimensions of the thesis rubric.

Connected Documents
> Comprehensive Exam Rubric
> Thesis and Research Methods Rubric

Related Measures

M 1: Comprehensive Exams

Criminal Justice Departmental Graduate Student Learning Objectives and Five Year Assessment Plan – 2015-2019
1. Critically analyze crime and justice philosophies, theories, policies, programs, and practices.

Data Source:

Data are the entirety of comprehensive exams completed in one academic year.

Assessment Process:

To assess this objective, Assessment Process: To assess this objective, two or more members of the graduate faculty will score each written comprehensive exam according to an established rubric. All thesis and exam scores should average 3 out of a possible 5.

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:

All scores should average 3 out of a possible 5.

2. Effectively communicate in writing.

Data Source:

Data are the entirety of comprehensive exams completed in any one semester.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each written comprehensive exam according to an

established rubric. All exam scores should average 3 out of a possible 5.

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:
All comp exam scores should average 3 out of a possible 5.

Source of Evidence: Comprehensive/end-of-program subject matter exam

Connected Document
> Comprehensive Exam Rubric

Target:

Success Indicators:

For all exams reviewed using this rubric, students will average 12/20 ("adequate") across the four dimensions of the comprehensive exam rubric.

Connected Document
> Comprehensive Exam Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because the comprehensive exam was successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures, and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

Related Action Plans (by Established cycle, then alpha):

Exam rubric
> The program has developed a comprehensive exam rubric that will be more efficient at measuring quality of the exam. Rather than using the pass/fail metric, we are now scoring different dimensions of the exam. See the uploaded rubric in the document section.
>
> **Established in Cycle:** 2015-2016
> **Implementation Status:** Planned

Priority: High

Relationships (Measure | Outcome/Objective):
    Measure: Comprehensive Exams | **Outcome/Objective:**
    Critical Analysis
    | Written Communication Skills

Implementation Description: We have developed the rubric and will
start using it during AY 2016-2017
Projected Completion Date: 05/2017
Responsible Person/Group: Ami Stearns
Additional Resources: None

M 2: Thesis

**Criminal Justice Departmental Graduate Student Learning Objectives and Five
Year Assessment Plan – 2015-2019**
**1. Critically analyze crime and justice philosophies, theories, policies,
programs, and practices.**

Data Source:

Data are the entirety of theses completed in one academic year.

Assessment Process:
Assessment Process: To assess this objective, two or more members of the
graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:

For all theses reviewed using this rubric, students will average 4/5 ("advanced") on
the "Critical Appraisal" dimension on the thesis rubric.

2. Effectively communicate in writing.

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the
graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:
For all theses reviewed using this rubric, students will average 15/25 across all
dimensions of the thesis rubric.

**4. Demonstrate enhanced knowledge of research design, collection, and
analysis in one or more areas of concentration.**

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate
faculty will score each thesis and written comprehensive exam according to an
established rubric

Data Collection Timeline:

Spring 2017, Spring 2019

Data Analysis and Reporting Timeline:

Spring 2018, Spring 2020

Success Indicators:

For all theses reviewed, average scores of 4/5 ("advanced") on "Research Methods
Knowledge" dimension of the thesis rubric.

Source of Evidence: Senior thesis or culminating major project

Connected Document
                    Thesis and Research Methods Rubric

Target:

Success Indicators:

For all theses reviewed using this rubric, students will average 15/25 across all
dimensions of the thesis rubric.

Connected Document
Thesis and Research Methods Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because all four of the theses were successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures, and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

Related Action Plans (by Established cycle, then alpha):

Thesis rubric
The program has developed a thesis rubric that will be more efficient at measuring quality. Rather than using the pass/fail metric, we are now scoring different dimensions of the thesis. See the uploaded rubric in the document section.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Thesis | **Outcome/Objective:** Critical Analysis | Knowledge and Application of Research Design | Written Communication Skills

Implementation Description: The rubric has already been developed and will be used during the AY 2016-2017.
Projected Completion Date: 05/2017
Responsible Person/Group: Ami Stearns
Additional Resources: None

SLO 3: Oral Communication
3. Students will demonstrate proficiency communicating their arguments and research results orally.

After submission of the students' written thesis or comprehensive exam, the student will have seven days to prepare for the oral portion of his or her thesis or exam. Students' proficiency on the oral exams will be evaluated by the same three committee members of the students' thesis or comprehensive exam. Due to our small number of graduates every semester, the "sample" of oral examinations will be all oral examinations completed during the semester of assessment.

Timeline: Spring 2016, Spring 2019

Data Analysis and Reporting Timeline: Spring 2017, Spring 2020

Success Indicators:

Average scores of 85/100 across all dimensions of the oral examination rubric.

Connected Document
Oral Examination Rubric

Related Measures

M 3: Oral Defense
Each student submitting a comprehensive exam or a thesis is required to hold an oral defense. Two or more graduate faculty will score the oral defense according to a rubric.

Data Source:

Data are the entirety of theses or comprehensive exams oral defenses completed in any one semester.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each oral defense according to an established rubric.

Data Collection Timeline:

Spring 2016, Spring 2019

Data Analysis and Reporting Timeline:

Spring 2017, Spring 2020

Success Indicators:

All thesis and exam oral defense scores should average 3 out of a possible 5.

Source of Evidence: Presentation, either individual or group

Connected Document
Oral Examination Rubric

Target:
Success indicators:

Average scores of 85/100 across all dimensions of the oral examination rubric.

Connected Document
Oral Examination Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because all the oral defenses accompanying

the theses and the comprehensive exam were successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures, and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

SLO 4: Knowledge and Application of Research Design

4.Students are expected to demonstrate enhanced knowledge of research design, collection, analysis, research synthesis, and application in one or more areas of concentration.

Data are the entirety of theses completed in any one academic year and three sample papers from CJUS 590: Research Methods.

Assessment Process: 2 thesis committee members will assess all theses and 2 graduate faculty will assess the sample of CJUS 590.

Data Collection Timeline for theses: Spring 2017, Spring 2019

Data Analysis and Reporting Timeline for theses: Spring 2018, Spring 2020

Data Collection Timeline for Research Methods papers: Fall 2016, Spring 2018

Data Analysis and Reporting Timeline for Research Methods papers: Spring 2017, Spring 2019

Targeted Outcomes:
For all theses reviewed, average scores of 4/5 ("advanced") on "Research Methods Knowledge" dimension of the thesis rubric.

For all Research Methods (CJUS 590) term papers reviewed using this rubric, average scores of 3/5 ("proficient") on the "Research Methods Knowledge" dimension of the thesis and research methods rubric.

Connected Document
Thesis and Research Methods Rubric

Related Measures

M 2: Thesis

Criminal Justice Departmental Graduate Student Learning Objectives and Five Year Assessment Plan – 2015-2019
1. Critically analyze crime and justice philosophies, theories, policies, programs, and practices.

Data Source:

Data are the entirety of theses completed in one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:

For all theses reviewed using this rubric, students will average 4/5 ("advanced") on the "Critical Appraisal" dimension on the thesis rubric.

2. Effectively communicate in writing.

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis according to an established rubric

Data Collection Timeline:

Spring 2015, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2015, Spring 2019

Success Indicators:
For all theses reviewed using this rubric, students will average 15/25 across all dimensions of the thesis rubric.

4. Demonstrate enhanced knowledge of research design, collection, and analysis in one or more areas of concentration.

Data Source:

Data are the entirety of theses completed in any one academic year.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate faculty will score each thesis and written comprehensive exam according to an established rubric

Data Collection Timeline:

Spring 2017, Spring 2019

Data Analysis and Reporting Timeline:

Spring 2018, Spring 2020

Success Indicators:

For all theses reviewed, average scores of 4/5 ("advanced") on "Research Methods Knowledge" dimension of the thesis rubric.

Source of Evidence: Senior thesis or culminating major project

Connected Document
Thesis and Research Methods Rubric

Target:

Success Indicators:

For all theses reviewed, average scores of 4/5 ("advanced") on "Research Methods Knowledge" dimension of the thesis rubric.

Connected Document
Thesis and Research Methods Rubric

Finding (2015-2016) - Target: Met
According to the original assessment target of "this objective will be successfully met if 100% of the theses and comprehensive exams, in addition to the accompanying oral defenses, are rated with the decision of "pass," the target was met during 2015-2016 because four theses were successfully passed.

The MS in Criminal Justice has recently restructured all outcomes, measures, and targets to be more rigorous. New rubrics were created in the summer of 2016 and these same comp exams/theses/oral defenses will be assessed according to the new rubrics in the next assessment cycle (2016-2017).

Related Action Plans (by Established cycle, then alpha):

Thesis rubric
The program has developed a thesis rubric that will be more efficient at measuring quality. Rather than using the pass/fail metric, we are now scoring different dimensions of the thesis. See the uploaded rubric in the

document section.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
  Measure: Thesis | **Outcome/Objective:** Critical Analysis
  | Knowledge and Application of Research Design | Written
  Communication Skills

Implementation Description: The rubric has already been developed
and will be used during the AY 2016-2017.
Projected Completion Date: 05/2017
Responsible Person/Group: Ami Stearns
Additional Resources: None

M 4: CJUS 590 Research Methods Paper

MS students in Criminal Justice are required to take CJUS 590 Research Methods
at some point during their tenure. This class is offered every three semesters, so
students may be enrolled in this class during their first semester, sometime during
their intermediate semesters, or one of their final semesters. Due to our small
number of graduate students, the "sample" of Research Methods end of term
papers will be all papers submitted during the semester of assessment. Our
department currently only has two active graduate faculty members, so these two
faculty will evaluate the Research Methods papers.

**4. Demonstrate enhanced knowledge of research design, collection, and
analysis in one or more areas of concentration.**

Data Source:

Data are three sample final papers from CJUS 590 in any one semester.

Assessment Process:

Assessment Process: To assess this objective, two or more members of the graduate
faculty will score each paper according to an established rubric

Data Collection Timeline:

Fall 2016, Spring 2018

Data Analysis and Reporting Timeline:

Spring 2017, Spring 2019

Success Indicators:

For all Research Methods (CJUS 590) term papers reviewed using this rubric,
average scores of 3/5 ("proficient") on the "Research Methods Knowledge"
dimension of the thesis and research methods rubric.

Source of Evidence: Written assignment(s), usually scored by a rubric

Connected Document
> Thesis and Research Methods Rubric

Target:

This Measure was added during the summer of 2016 as a new Measure.
For all Research Methods (CJUS 590) term papers reviewed using this rubric,
average scores of 3/5 ("proficient") on the "Research Methods Knowledge"
dimension of the thesis and research methods rubric.

Connected Document
> Thesis and Research Methods Rubric

Finding (2015-2016) - Target: Not Reported This Cycle
Not assessed during the 2015-2016 cycle because this course was not taught
during the assessment cycle. Collection will begin with the Fall 2016 Research
Methods course.

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 5: Placement
Six months upon graduating from the program, at least 25% of graduates are expected to
have found full time work or have found placement as a full time doctoral student in a
Criminal Justice field or a closely related field (mental health, social service, public policy,
counseling, etc.).

Related Measures

M 5: Exit Survey
Approximately six months after graduating from the MS program, an online survey will
be sent requesting information on the students' current employment status or status in
a doctoral program, in addition to other questions related to the satisfaction with the
MS in Criminal Justice program.

Source of Evidence: Exit interviews with grads/program completers

Target:
Six months upon graduating from the program, at least 25% of graduates are
expected to have found full time work or be a full time doctoral student in a
Criminal Justice field or a closely related field (mental health, social service, public
policy, counseling, etc.).

Finding (2015-2016) - Target: Not Reported This Cycle
Created in Summer 2016.

Related Action Plans (by Established cycle, then alpha):

Faculty Recruitment
> In order to improve the quality of our program, a third graduate faculty
> member is needed.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
> **Measure:** Exit Survey | **Outcome/Objective:** Placement

| Program Satisfaction

Projected Completion Date: 08/2017
Additional Resources: Tenure-track line
Budget Amount Requested: $52,000.00 (recurring)

O/O 6: Program Satisfaction

Six months upon graduating from the program, an exit survey will be sent to all former students to determine satisfaction with their experience in the program.

Related Measures

M 5: Exit Survey

Approximately six months after graduating from the MS program, an online survey will be sent requesting information on the students' current employment status or status in a doctoral program, in addition to other questions related to the satisfaction with the MS in Criminal Justice program.

Source of Evidence: Exit interviews with grads/program completers

Target:

Survey results should show an average score of 25 out of 35 across all satisfaction questions.

Finding (2015-2016) - Target: Not Reported This Cycle

Created in Summer 2016.

####### Related Action Plans (by Established cycle, then alpha):

Faculty Recruitment

In order to improve the quality of our program, a third graduate faculty member is needed.

Established in Cycle: 2015-2016
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
          Measure: Exit Survey | **Outcome/Objective:** Placement
          | Program Satisfaction

Projected Completion Date: 08/2017
Additional Resources: Tenure-track line
Budget Amount Requested: $52,000.00 (recurring)

Analysis Questions and Analysis Answers

How were assessment results shared and evaluated within the unit?

Assessments will be shared with faculty at our first faculty meeting in August of 2016. At that time, faculty will discuss and evaluate our progress.

Identify which action plans [created in prior cycle(s)] were implemented in this current cycle. For each of these implemented plans, were there any measurable or perceivable effects? How, if at all, did the findings appear to be affected by the implemented action plan?

Our faculty had determined that the previous assessment rubrics were inadequate for measuring the outcomes. We have created new rubrics for the next assessment cycle in hopes that we can begin to measure our outcomes much more successfully.

What has the unit learned from the current assessment cycle? What is working well,

and what is working less well in achieving desired outcomes?

The previous method of assessing that a "100% pass" rate for all theses and comp exams was not working well. Because we work thoroughly with a small number of students every semester, we expect that all of them will pass, barring some kind of unforeseen circumstance. In order to more rigorously measure writing, speaking, critical thinking, and research skills, we have developed new rubrics and new targets. We have also developed a new exit survey that will be sent to students six months after graduation that will assist us in assessing more indirect qualities of our program, including student satisfaction and student placement in the job/doctoral program field.