



Lander University: Unit/Program Review Report

UNIT/PROGRAM NAME	Academic Affairs
OFFICE OF PRIMARY RESPONSIBILITY	Office of Academic Affairs
ASSESSMENT COORDINATOR	Danny McKenzie
SUBMISSION DATE OF THIS REPORT	February 28, 2009

- I. **UNIT/PROGRAM GOAL:** Increase the retention rate of faculty and decrease the time and cost associated with routinely filling vacant faculty positions

Strategic Goal Supported	4. Environment						
Indicator of Success/Student Learning Outcome AND Summary of Data		Indicator/ Learning Outcome	Academic Year 2004-2005	Academic Year 2005-2006	Academic Year 2006-2007	Academic Year 2007-2008	Academic Year 2008-2009
	1.	Lander's Average "Professor" Salary (Average "Professor" Salary for SC Comprehensive Universities)	\$58,422 (\$65,226)	\$58,640 (\$68,100)	\$63,302 (\$70,261)	\$63,068 (\$73,289)	N/A
	2.	Lander's Average "Associate Professor" Salary (Average "Associate Professor" Salary for SC Comprehensive Universities)	\$52,552 (\$55,978)	\$52,603 (\$57,906)	\$53,455 (\$59,623)	\$55,341 (\$61,902)	N/A
	3.	Lander's Average "Assistant Professor" Salary (Average "Assistant Professor" Salary for SC Comprehensive Universities)	\$43,937 (\$46,250)	\$46,679 (\$49,075)	\$46,163 (\$50,505)	\$47,907 (\$52,676)	N/A
	4.	Lander's Average "Instructor" Salary (Average "Instructor" Salary for SC Comprehensive Universities)	\$36,469 (\$41,144)	\$37,496 (\$40,373)	\$37,232 (\$43,885)	\$41,022 (\$39,255)	N/A
Assessment	Instrument		Frequency				

Instrument(s) and Frequency of Assessment	1.	SC Higher Education Statistical Abstract	Annually	
	2.	SC Higher Education Statistical Abstract	Annually	
	3.	SC Higher Education Statistical Abstract	Annually	
	4.	SC Higher Education Statistical Abstract	Annually	
Expected Outcome	Met (3)		Partially Met (2)	Not Met (1)
	1.	Lander's average salary for the rank of "Professor" is at or above the State's average salary for the rank of "Professor" for South Carolina comprehensive Universities	N/A	Lander's average salary for the rank of "Professor" is less than the State's average salary for the rank of "Professor" for South Carolina comprehensive Universities
	2.	Lander's average salary for the rank of "Associate Professor" is at or above the State's average salary for "Associate Professor" for South Carolina comprehensive Universities	N/A	Lander's average salary for the rank of "Associate Professor" is less than the State's average salary for "Associate Professor" for South Carolina comprehensive Universities
	3.	Lander's average salary for the rank of "Assistant Professor" is at or above the State's average salary for "Assistant Professor" for South Carolina comprehensive Universities	N/A	Lander's average salary for the rank of "Assistant Professor" is less than the State's average salary for "Assistant Professor" for South Carolina comprehensive Universities
	4.	Lander's average salary for the rank of "Instructor" is at or above the State's average salary for "Instructor" for South Carolina comprehensive Universities	N/A	Lander's average salary for the rank of "Instructor" is less than the State's average salary for "Instructor" for South Carolina comprehensive Universities
Review of Results and Actions Taken	1.			
	2.			
	3.			

	4.		
	Sum		
Outcomes		Indicator of Success Evaluation	Indicator of Success Score
	1.	Not Met	1
	2.	Not Met	1
	3.	Not Met	1
	4.	Met	3
Additional Resources Required to Achieve or Sustain Results	\$0.00 Explanation		

II. **UNIT/PROGRAM GOAL:** Maintain a high level of student-faculty interaction and academic advising

Strategic Goal Supported	4. Environment						
Indicator of Success/Student Learning Outcome AND Summary of Data		Indicator/ Learning Outcome	Spring 2007	Fall 2007	Spring 2008	Fall 2008	
	1.	My advisor is knowledgeable about the University's policies and procedures.	4.54	4.55	4.54	4.52	
	2.	My advisor is knowledgeable about General Education requirements.	4.56	4.59	4.59	4.58	
	3.	My advisor is knowledgeable about my major requirements.	4.69	4.71	4.69	4.68	
	4.	My advisor is available for consultation.	4.47	4.52	4.52	4.51	
	5.	My advisor and I spend sufficient time together in order to meet my academic needs.	4.19	4.17	4.27	4.16	
	6.	My advisor respects my right, within Catalog restrictions, to make my own decisions regarding the direction of my education.	4.57	4.60	4.61	4.60	
	7.	My advisor effectively answers my questions or directs me to appropriate resources to answer my questions.	4.58	4.59	4.59	4.60	

	8.	My advisor is respectful and empathetic/sympathetic.	4.59	4.62	4.61	4.62	
	9.	Overall, my advisor does an effective job of advising.	4.62	4.63	4.61	4.65	
	10.	NSSE Student/Faculty Interaction Items (First-Year Students)	38.1	N/A	N/A	N/A	
	11.	NSSE Student/Faculty Interaction Items (Senior Students)	52.6	N/A	N/A	N/A	
	12.	NSSE Overall evaluation of quality of academic advising received (First-Year Students)	3.07	N/A	N/A	N/A	
	13.	NSSE Overall evaluation of quality of academic advising received (Senior Students)	3.32	N/A	N/A	N/A	
	14.	Academic Advising Services Satisfaction	N/A	N/A	N/A	4.09 (3.80)	
	15.	Out of class availability of your instructor	N/A	N/A	N/A	4.04 (3.90)	
	16.	Attitude of Faculty toward students	N/A	N/A	N/A	4.07 (3.95)	
	17.	Availability of your advisor	N/A	N/A	N/A	4.02 (3.77)	
	18.	Value of Information provided by your advisor	N/A	N/A	N/A	3.97 (3.74)	
Assessment Instrument(s) and Frequency of Assessment	Instrument		Frequency				
	1.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)				
	2.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)				
	3.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)				
	4.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)				
	5.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)				

	6.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)		
	7.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)		
	8.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)		
	9.	Student Perceptions of Academic Advising	Every Fall and Spring Semester (during the registration period for the upcoming term)		
	10.	National Survey of Student Engagement (NSSE)	Spring Semester of every third year (last in 2007, next in 2010)		
	11.	National Survey of Student Engagement (NSSE)	Spring Semester of every third year (last in 2007, next in 2010)		
	12.	National Survey of Student Engagement (NSSE)	Spring Semester of every third year (last in 2007, next in 2010)		
	13.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	14.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	15.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	16.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	17.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	18.	ACT Student Opinion Survey (SOS)	Spring Semester of every first and second year (last in 2008, next in 2009)		
	Expected Outcome		Met (3)	Partially Met (2)	Not Met (1)
		1.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
		2.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
		3.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99

	4.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	5.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	6.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	7.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	8.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	9.	Spring and Fall scores between 4.00 and 5.00	Spring and Fall scores between 3.00 and 3.99	Spring and Fall scores less than or equal to 2.99
	10.	Benchmark comparion for Lander is above all of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above one or two of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above none of the following: Selected Peers, Carnegie Peers and NSSE participants for the year
	11.	Benchmark comparion for Lander is above all of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above one or two of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above none of the following: Selected Peers, Carnegie Peers and NSSE participants for the year
	12.	Benchmark comparion for Lander is above all of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above one or two of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above none of the following: Selected Peers, Carnegie Peers and NSSE participants for the year
	13.	Benchmark comparion for Lander is above all of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above one or two of the following: Selected Peers, Carnegie Peers and NSSE participants for the year	Benchmark comparion for Lander is above none of the following: Selected Peers, Carnegie Peers and NSSE participants for the year
	14.	National benchmark comparion for Lander is above SOS participants for the year	N/A	National benchmark comparion for Lander is below SOS participants for the year

	15.	National benchmark comparison for Lander is above SOS participants for the year	N/A	National benchmark comparison for Lander is below SOS participants for the year
	16.	National benchmark comparison for Lander is above SOS participants for the year	N/A	National benchmark comparison for Lander is below SOS participants for the year
	17.	National benchmark comparison for Lander is above SOS participants for the year	N/A	National benchmark comparison for Lander is below SOS participants for the year
	18.	National benchmark comparison for Lander is above SOS participants for the year	N/A	National benchmark comparison for Lander is below SOS participants for the year
Review of Results and Actions Taken	1.			
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	Sum		
Outcomes		Indicator of Success Evaluation	Indicator of Success Score
	1.	Met	3
	2.	Met	3
	3.	Met	3
	4.	Met	3
	5.	Met	3
	6.	Met	3
	7.	Met	3
	8.	Met	3
	9.	Met	3
	10.	Not Evaluated	Not Scored
	11.	Not Evaluated	Not Scored
	12.	Not Evaluated	Not Scored
	13.	Not Evaluated	Not Scored
	14.	Met	3
	15.	Met	3
	16.	Met	3
	17.	Met	3
18.	Met	3	
Additional Resources		\$0.00	

Required to Achieve or Sustain Results	Explanation
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III. **UNIT/PROGRAM GOAL:** Comply with program productivity standards as defined by the South Carolina Commission on Higher Education

Strategic Goal Supported	5. Accountability						
	Indicator/ Learning Outcome	2000- 2004 Rolling Average	2001- 2005 Rolling Average	2002- 2006 Rolling Average	2003- 2007 Rolling Average	2004- 2008 Rolling Average	
	Indicator of Success/Student Learning Outcome AND Summary of Data	1. Athletic Training: Degrees Conferred	0.4	1.0	1.0	1.6	1.6
2. Athletic Training: Major Headcount		9.0	13.6	20.4	24.6	31.4	
		Biology: Degrees Conferred	11.0	9.2	8.6	7.0	7.4
		Biology: Major Headcount	85.8	92.8	99.8	102.0	106.8
		Biology (Genetics): Degrees Conferred	0.2	0.4	0.4	0.4	0.6
		Biology (Genetics) Major Headcount	4.0	5.2	5.0	5.2	8.0
		3. Biology: Degrees Conferred	11.2	9.6	9.0	7.4	8.0
		4. Biology: Major Headcount	89.6	89.8	98.0	104.8	114.8
		Business (Accounting): Degrees Conferred	15.6	21.2	22.0	21.8	23.8
		Business (Accounting) : Major Headcount	92.4	88.4	86.8	84.6	84.4
		Business (Economics/ Finance): Degrees Conferred	13.0	14.8	12.2	9.8	8.8
		Business (Economics/ Finance): Major Headcount	48.8	42.6	37.4	31.6	30.4
		Business (General): Degrees Conferred	19.2	0.2	0.2	0.2	0.0
		Business (General): Major Headcount	4.4	19.2	17.8	20.2	19.6
		Business (Healthcare Management): Degrees Conferred	8.8	13.2	17.0	20.0	22.8
		Business (Healthcare Management): Major Headcount	76.8	76.0	77.8	77.4	80.4
		Business (Management/ Marketing): Degrees Conferred	47.6	57.4	57.6	56.4	53.2
		Business (Management/ Marketing): Major Headcount	262.8	253.2	247.8	234.4	233.8
		5. Business Administration: Degrees Conferred	104.2	106.8	109.0	108.2	108.6
		6. Business Administration: Major Headcount	493.0	485.2	479.4	467.6	448.6
		Chemistry: Degrees Conferred	4.4	5.2	5.6	7.0	7.4
		Chemistry: Major Headcount	36.8	39.2	43.8	44.6	45.0

	Chemistry (Engineering): Degrees Conferred	0.0	0.0	0.0	0.0	0.0
	Chemistry (Engineering): Major Headcount	5.2	5.6	6.8	7.0	6.6
7.	Chemistry: Degrees Conferred	4.4	5.2	5.6	7.0	7.4
8.	Chemistry: Major Headcount	42.0	44.8	50.6	51.6	51.6
	Computer Information Systems (Engineering): Degrees Conferred	0.0	0.0	0.0	0.0	0.0
	Computer Information Systems (Engineering): Major Headcount	18.2	16.6	14.8	11.8	12.2
	Computer Information Systems (Information Science): Degrees Conferred	1.8	2.0	1.0	1.0	1.0
	Computer Information Systems (Information Science): Major Headcount	12.6	9.2	6.4	3.6	1.8
	Computer Information Systems (Network/Telcom): Degrees Conferred	3.2	3.4	3.2	3.2	2.8
	Computer Information Systems (Network/ Telcom)	28.2	24.6	20.0	15.2	14.6
	Computer Information Systems (Regular): Degrees Conferred	5.4	4.8	4.4	3.2	2.8
	Computer Information Systems (Regular): Major Headcount	31.2	26.2	20.6	18.4	12.6
	Computer Information Systems (Software Development): Degrees Conferred	0.0	0.0	0.0	0.4	1.8
	Computer Information Systems (Software Development): Major Headcount	0.0	5.4	11.6	16.4	19.8
9.	Computer Information Systems: Degrees Conferred	10.4	10.2	8.6	7.8	8.4
10.	Computer Information Systems: Major Headcount	94.4	90.2	82.0	73.4	61.0
11.	Criminal Justice Management: Degrees Conferred	0.0	0.0	0.0	0.0	0.0
12.	Criminal Justice Management: Major Headcount	0.0	0.0	1.8	3.6	6.4
13.	Criminal Justice Management*: Degrees Conferred	0.0	0.0	0.0	0.0	0.0
14.	Criminal Justice Management*: Major Headcount	0.0	0.0	0.0	0.2	0.8
	Early Childhood Education: Degrees Conferred	12.6	15.0	18.6	21.6	23.0
	Early Childhood Education: Major Headcount	106.0	116.0	119.8	125.8	130.6
	Early Childhood Education (Montessori): Degrees Conferred	1.6	2.0	1.8	0.6	0.4
	Early Childhood Education (Montessori) : Major Headcount	1.2	1.6	2.2	3.2	3.8
15.	Early Childhood Education: Degrees Conferred	14.2	17.0	20.4	22.2	23.4
16.	Early Childhood Education: Major Headcount	107.2	117.6	122.0	129.0	134.4

17.	Elementary Education: Degrees Conferred	25.8	29.0	32.8	32.6	30.2
18.	Elementary Education: Major Headcount	199.8	201.4	195.2	178.4	164.4
19.	Elementary Education (M.Ed.) : Degrees Conferred	21.0	21.0	25.6	21.6	18.2
20.	Elementary Education (M.Ed) : Major Headcount	57.4	50.0	39.2	31.2	23.2
	English: Degrees Conferred	7.4	5.8	6.0	8.4	8.4
	English: Major Headcount	35.6	41.2	45.4	47.4	46.2
	English (Applied): Degrees Conferred	1.8	1.8	1.8	1.6	0.6
	English (Applied): Major Headcount	6.4	5.8	4.4	2.6	1.6
21.	English: Degrees Conferred	9.2	7.6	7.8	10.0	9.0
22.	English: Major Headcount	42.0	47.0	49.8	50.0	47.8
23.	Environmental Science: Degrees Conferred	3.0	4.0	4.2	4.8	3.8
24.	Environmental Science: Major Headcount	22.2	20.6	19.0	16.6	14.2
25.	Exercise Science: Degrees Conferred	8.2	12.0	16.4	22.0	24.0
26.	Exercise Science: Major Headcount	55.0	71.8	88.0	91.2	102.2
	Exercise Studies: Degrees Conferred	4.4	0.8	0.4	0.2	0.0
	Exercise Studies: Major Headcount	1.0	.2	0.0	0.0	0.0
	Exercise Studies (Athletic Training) : Degrees Conferred	1.0	1.0	0.6	0.4	0.0
	Exercise Studies (Athletic Training): Major Headcount	8.8	3.4	0.2	0.2	0.2
	Exercise Studies (Exercise Science): Degrees Conferred	7.8	7.8	4.2	1.0	0.0
	Exercise Studies (Exercise Science) : Major Headcount	20.8	9.4	0.6	0.2	0.2
27.	Exercise Studies: Degrees Conferred	13.2	9.6	5.2	1.6	0.0
28.	Exercise Studies: Major Headcount	37.8	13.0	0.8	0.4	0.4
29.	Health Care Management Certificate: Degrees Conferred	0.0	0.6	1.6	3.2	3.4
30.	Health Care Management Certificate: Major Headcount	2.4	4.0	5.2	5.4	5.2
	History: Degrees Conferred	13.8	13.8	15.6	18.2	20.0
	History: Major Headcount	66.6	70.6	74.8	74.0	71.6
	History (Pre-Law) : Degrees Conferred	0.0	0.2	0.2	0.2	0.2
	History (Pre-Law) : Major Headcount	5.0	6.8	6.6	6.8	5.8

31.	History: Degrees Conferred	13.8	15.8	18.4	20.2	19.6
32.	History: Major Headcount	71.6	77.4	81.4	80.8	77.4
33.	Interdisciplinary Studies: Degrees Conferred	4.6	3.2	2.6	2.0	0.6
34.	Interdisciplinary Studies: Major Headcount	3.6	2.4	1.8	0.8	0.6
	Mass Communications/ Theatre (Mass Communications) : Degrees Conferred	19.6	20.4	21.4	20.4	21.2
	Mass Communications/ Theatre (Mass Communications) : Major Headcount	73.6	78.4	78.2	82.4	86.8
	Mass Communications/ Theatre (Theatre): Degrees Conferred	1.8	3.4	3.8	3.6	3.4
	Mass Communications/ Theatre (Theatre): Major Headcount	29.8	26.0	24.6	22.8	20.0
35.	Mass Communication/ Theatre: Degrees Conferred	21.4	23.8	25.2	24.0	24.6
36.	Mass Communication/ Theatre: Major Headcount	103.4	104.4	102.8	105.2	106.8
	Art Concentration (M.A.T.) : Degrees Conferred	7.0	4.4	7.6	8.2	8.0
	Art Concentration (M.A.T.) : Major Headcount	7.8	9.0	9.0	8.6	10.2
37.	Masters of Arts in Teaching (M.A.T.): Degrees Conferred	7.0	4.4	7.6	8.2	8.0
38.	Masters of Arts in Teaching (M.A.T.): Major Headcount	7.8	9.0	9.0	8.6	10.2
	Mathematics: Degrees Conferred	3.8	3.8	4.2	3.4	4.2
	Mathematics: Major Headcount	24.4	25.2	26.6	28.8	30.6
	Mathematics(Engineering): Degrees Conferred	2.4	3.0	2.8	2.4	2.0
	Mathematics (Engineering): Major Headcount	25.8	28.8	28.0	26.0	24.0
39.	Mathematics: Degrees Conferred	6.2	6.8	7.0	5.8	4.4
40.	Mathematics: Major Headcount	50.2	54.0	54.6	54.8	54.6
41.	Medical Technology: Degrees Conferred	0.8	0.6	0.2	0.0	0.0
42.	Medical Technology: Major Headcount	4.2	2.6	2.0	5.0	5.0
43.	Montessori Elementary Education (M.Ed.): Degrees Conferred	0.0	0.0	0.0	0.0	0.0
44.	Montessori Elementary Education (M.Ed.): Major Headcount	0.0	0.0	0.0	0.0	1.4
45.	Montessori Elementary Education* (M.Ed.): Degrees Conferred	0.0	0.0	0.0	0.0	0.0

	46.	Montessori Elementary Education* (M.Ed.): Major Headcount	0.0	0.0	0.0	0.0	1.4
	47.	Music: Degree Conferred	4.6	6.4	5.6	6.2	6.4
	48.	Music: Major Headcount	29.6	31.0	34.0	37.4	41.0
	49.	Music Education: Degrees Conferred	2.6	1.8	1.6	0.8	0.0
	50.	Music Education: Major Headcount	14.4	10.4	5.6	1.6	0.0
		Nursing: Degrees Conferred	23.4	23.2	21.6	27.8	28.2
		Nursing: Major Headcount	86.0	94.2	101.0	109.4	116.4
		Nursing (RN to BSN On-line): Degrees Conferred	3.6	7.2	8.8	10.2	11.0
		Nursing (RN to BSN On-line): Major Headcount	18.6	24.2	31.6	35.6	36.4
	51.	Nursing: Degrees Conferred	27.0	30.4	30.4	38.0	39.2
	52.	Nursing: Major Headcount	104.6	118.4	132.6	145.0	152.8
	53.	Physical Education: Degrees Conferred	9.6	8.6	6.8	6.6	6.6
	54.	Physical Education: Major Headcount	57.8	55.0	52.6	51.4	52.2
		Political Science: Degrees Conferred	7.6	8.0	8.4	8.8	11.4
		Political Science: Major Headcount	36.4	35.4	37.8	43.4	48.4
		Political Science (Pre-Law): Degrees Conferred	2.6	3.2	3.4	3.0	1.8
		Political Science (Pre-Law): Major Headcount	18.0	21.6	18.2	14.6	10.0
		Political Science (Public Administration): Degrees Conferred	2.6	3.0	3.0	2.8	2.6
		Political Science (Public Administration): Major Headcount	4.6	6.2	7.4	6.8	7.2
	55.	Political Science: Degrees Conferred	12.8	14.2	14.8	14.6	15.8
	56.	Political Science: Major Headcount	59.0	63.2	63.4	64.8	65.6
		Political Science*: Degrees Conferred	0.0	0.0	0.0	0.0	1.6
		Political Science*: Major Headcount	0.0	0.0	0.0	0.0	0.0
		Political Science (Pre-Law*): Degrees Conferred	0.2	0.6	0.8	1.0	1.0
		Political Science (Pre-Law*): Major Headcount	6.2	9.8	12.4	12.4	11.8
		Political Science (Public Administration*): Degrees Conferred	0.2	0.6	0.8	1.6	1.6
		Political Science (Public Administration*): Major Headcount	3.4	3.4	4.6	4.8	3.6
	57.	Political Science*: Degrees Conferred	0.4	1.2	1.6	2.6	4.2
	58.	Political Science*: Major Headcount	9.6	13.2	17.0	17.2	15.4
		Psychology: Degrees Conferred	12.6	9.2	11.2	11.0	13.2

	Psychology: Major Headcount	64.8	68.4	70.8	73.0	70.8
	Psychology (Counseling): Degrees Conferred	14.6	17.4	14.4	14.0	13.4
	Psychology (Counseling): Major Headcount	53.8	50.0	51.2	52.4	51.6
	Psychology (Developmental Psychology): Degrees Conferred	0.4	0.4	0.8	1.2	1.2
	Psychology (Developmental Psychology): Major Headcount	1.2	2.0	2.6	3.6	4.8
59.	Psychology: Degrees Conferred	14.6	17.4	14.4	14.0	27.8
60.	Psychology: Major Headcount	119.8	120.4	124.6	129.0	127.2
	Psychology*: Degrees Conferred	0.0	0.0	0.0	0.0	0.0
	Psychology*: Major Headcount	4.0	7.8	7.4	6.6	7.0
	Psychology (Counseling*): Degrees Conferred	5.0	6.6	7.4	7.4	8.2
	Psychology (Counseling*): Major Headcount	17.6	18.0	21.0	21.8	19.4
61.	Psychology*: Degrees Conferred	5.0	6.6	7.4	7.4	8.2
62.	Psychology*: Major Headcount	21.6	25.8	28.4	28.4	26.4
	Sociology: Degrees Conferred	11.2	10.4	11.6	15.4	16.6
	Sociology: Major Headcount	39.6	43.6	47.4	49.2	49.6
	Sociology (Criminal Justice): Degrees Conferred	6.2	7.4	7.6	8.6	7.8
	Sociology (Criminal Justice): Major Headcount	53.6	50.6	50.2	48.4	51.6
63.	Sociology: Degrees Conferred	17.4	17.8	19.2	24.0	24.4
64.	Sociology: Major Headcount	93.2	94.2	97.6	97.6	101.2
	Sociology*: Degrees Conferred	1.4	2.2	2.2	2.0	1.6
	Sociology*: Major Headcount	3.6	4.6	5.4	5.4	5.8
	Sociology (Criminal Justice*): Degrees Conferred	2.0	2.8	1.8	2.4	2.4
	Sociology (Criminal Justice*): Major Headcount	6.4	6.6	8.2	7.8	7.0
65.	Sociology*: Degrees Conferred	3.4	5.0	4.0	4.4	4.0
66.	Sociology*: Major Headcount	10.0	11.2	13.6	13.2	12.8
67.	Spanish: Degrees Conferred	2.6	2.6	3.6	3.6	3.8
68.	Spanish: Major Headcount	12.2	11.8	11.8	11.8	11.8
69.	Special Education: Degrees Conferred	4.2	5.6	6.6	6.8	7.8
70.	Special Education: Major Headcount	36.8	39.4	41.2	42.0	42.8
71.	Speech and Theatre: Degrees Conferred	0.2	0.0	0.0	0.0	0.0
72.	Speech and Theatre: Major Headcount	2.2	1.4	0.6	0.0	0.0

	73.	Visual Arts: Degrees Conferred	17.2	16.8	18.2	18.6	15.8
	74.	Visual Arts: Major Headcount	80.6	80.0	77.8	72.0	72.4
Assessment Instrument(s) and Frequency of Assessment	Instrument		Frequency				
	1. – 74.	South Carolina Commission on Higher Education Management Information System (CHEMIS) and the Commission's Academic Degree Program Inventory (Lander University Fact Book)	Annually				
Expected Outcome	Met (3)		Partially Met (2)		Not Met (1)		
	1. – 74.	Academic degree programs that meet at least one of the following two productivity standards will receive continuing approval status from the Commission: DEGREES AWARDED Baccalaurate = 5 Master's/First Professional = 3 Doctoral = 2 or MAJOR ENROLLMENT Baccalaurate = 12.5 Master's/First Professional = 6 Doctoral = 4.5	N/A		Academic degree programs that meet neither of the following two productivity standards will not receive continuing approval status from the Commission: DEGREES AWARDED Baccalaurate = 5 Master's/First Professional = 3 Doctoral = 2 or MAJOR ENROLLMENT Baccalaurate = 12.5 Master's/First Professional = 6 Doctoral = 4.5		
Review of Results and Actions Taken	Sum	* Approved programs at the University Center in Greenville, SC The Montessori Elementary Education M.Ed. program is a new program and is not subject to program productivity standards for five years (Fall 2014). The following programs are displayed above but have been terminated officially: Criminal Justice					

	<p>Management, Exercise Studies, Interdisciplinary Studies, Medical Technology, Music Education, Speech and Theatre. The Health Care Management Certificate information above is provided for information only since certificate programs are not subject to the same productivity standards as major programs of study.</p> <p>Beginning in 2003, the South Carolina Commission on Higher Education reviews senior institution compliance with the program productivity standards on a biennial basis.</p> <p>Only active degree programs are reviewed (programs for which the Commission has received official institutional notification of termination will not be reviewed. New academic degree programs will be reviewed in the sixth year of operation for baccalaureate, first professional, and doctoral programs and in the fourth year of operation for master's and specialist programs.</p> <p>Enrollment and degrees awarded data for existing off-site and distance education programs are counted together with appropriate on-campus programs for Commission purposes. They are counted separately here for institutional purposes.</p> <p>Unless exempted by the Commission, academic degree programs that fail to meet both productivity standards are placed on probationary status for a four-year period, during which time institutions will be expected to enhance degree program enrollment and degrees awarded. Institutions will have 60 days from the date of Commission action on initial probationary status to provide the Commission with a plan for meeting the degree program productivity policy within the four-year probationary period. At the end of the probationary period, the Commission will recommend continuing approval status for programs meeting program productivity standards and termination of programs that again fail to meet the standards. The Commission will remove probationary status from such programs no sooner than the next annual degree program productivity review.</p> <p>On a program-by-program basis, the Commission will entertain exemptions to the academic program productivity standards detailed above. In most cases, programs approved for exemption will be considered essential to the basic mission of the American university (i.e., the arts and sciences) or deemed so unique in their subject matter and value to the higher education community in South Carolina as to make them essential.</p> <p>The Commission will review petitions for exemption on a biennial basis. Exemption requests must be made in writing to the Commission staff and must be approved by the chief academic officer and president of the institution. In most cases, the Commission will award exemptions for the lifetime of a degree program, unless</p>
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		an institution decides to terminate a program. Institutions may select noncompliant degree programs from any degree level for possible exemption. Institutions must re-petition for exempt status for programs that undergo curricular changes requiring Commission degree program modification approval as outlined in the Guidelines for the Approval of New Academic Degree Programs.		
Outcomes	Indicator of Success Evaluation		Indicator of Success Score	
	1.	Not Met	1	
	2.	Met	3	
	3.	Met	3	
	4.	Met	3	
	5.	Met	3	
	6.	Met	3	
	7.	Met	3	
	8.	Met	3	
	9.	Met	3	
	10.	Met	3	
	11.	Not Evaluated	Not Scored	
	12.	Not Evaluated	Not Scored	
	13.	Not Evaluated	Not Scored	
	14.	Not Evaluated	Not Scored	
	15.	Met	3	
	16.	Met	3	
	17.	Met	3	
	18.	Met	3	
	19.	Met	3	
20.	Met	3		

21.	Met	3
22.	Met	3
23.	Not Met	1
24.	Met	3
25.	Met	3
26.	Met	3
27.	Not Evaluated	Not Scored
28.	Not Evaluated	Not Scored
29.	Not Evaluated	Not Scored
30.	Not Evaluated	Not Scored
31.	Met	3
32.	Met	3
33.	Not Evaluated	Not Scored
34.	Not Evaluated	Not Scored
35.	Met	3
36.	Met	3
37.	Met	3
38.	Met	3
39.	Not Met	1
40.	Met	3
41.	Not Evaluated	Not Scored
42.	Not Evaluated	Not Scored
43.	Not Evaluated	Not Scored
44.	Not Evaluated	Not Scored

	45.	Not Evaluated	Not Scored
	46.	Not Evaluated	Not Scored
	47.	Met	3
	48.	Met	3
	49.	Not Evaluated	Not Scored
	50.	Not Evaluated	Not Scored
	51.	Met	3
	52.	Met	3
	53.	Met	3
	54.	Met	3
	55.	Met	3
	56.	Met	3
	57.	Not Met	1
	58.	Met	3
	59.	Met	3
	60.	Met	3
	61.	Met	3
	62.	Met	3
	63.	Met	3
	64.	Met	3
	65.	Not Met	1
	66.	Met	3
	67.	Not Met	1
	68.	Not Met	1

	69.	Met	3
	70.	Met	3
	71.	Not Evaluated	Not Scored
	72.	Not Evaluated	Not Scored
	73.	Met	3
	74.	Met	3
Additional Resources Required to Achieve or Sustain Results	\$0.00 Explanation		

IV. **UNIT/PROGRAM GOAL:** All academic programs scheduled for full program reviews (review cycle is defined by Lander) by the South Carolina Commission on Higher Education as a part of the Institutional Effectiveness reporting process show satisfactory progress toward meeting their individual goals.

Strategic Goal Supported	1. Learning						
Indicator of Success/Student Learning Outcome AND Summary of Data		Indicator/ Learning Outcome	Spring 2009	Spring 2010	Spring 2011	Spring 2012	Spring 2013
	1.	Computer Information Systems		N/A	N/A	N/A	N/A
	2.	History		N/A	N/A	N/A	N/A
	3.	Mathematics		N/A	N/A	N/A	N/A
	4.	Experience Your Education (EYE)	3.00				
	5.	Environmental Science			N/A	N/A	N/A
	6.	Biology	N/A		N/A	N/A	N/A
	7.	Chemistry			N/A	N/A	N/A
	8.	Mass Communications and Theatre	N/A	N/A		N/A	N/A
	9.	Master of Arts in Teaching	N/A	N/A		N/A	N/A
	10.	Master of Education	N/A	N/A		N/A	N/A
	11.	Visual Arts	N/A	N/A	N/A		N/A
	12.	Music	N/A	N/A	N/A		N/A
13.	Psychology	N/A	N/A	N/A		N/A	

	14.	Sociology	N/A	N/A	N/A	N/A	
	15.	Criminal Justice Management	N/A	N/A	N/A	N/A	
	16.	Political Science	N/A	N/A	N/A	N/A	
	17.	Business Administration	N/A	N/A	N/A	N/A	
Assessment Instrument(s) and Frequency of Assessment	Instrument		Frequency				
	1.	Computer Information Systems Full Program Review	Spring 2009; thereafter, Every Eight Years				
	2.	History Full Program Review	Spring 2009; thereafter, Every Eight Years				
	3.	Mathematics Full Program Review	Spring 2009; thereafter, Every Eight Years				
	4.	Experience Your Education (EYE) Full Program Review	Annually (through Spring 2013; thereafter, Every Eight Years)				
	5.	Environmental Science Full Program Review	Spring 2010; thereafter, Every Eight Years				
	6.	Biology Full Program Review	Spring 2010; thereafter, Every Eight Years				
	7.	Chemistry Full Program Review	Spring 2010; thereafter, Every Eight Years				
	8.	Mass Communications and Theatre Full Program Review	Spring 2011; thereafter, Every Eight Years				
	9.	Master of Arts in Teaching Full Program Review	Spring 2011; thereafter, Every Eight Years				
	10.	Master of Education Full Program Review	Spring 2011; thereafter, Every Eight Years				
	11.	Visual Arts Full Program Review	Spring 2012; thereafter, Every Eight Years				
	12.	Music Full Program Review	Spring 2012; thereafter, Every Eight Years				
	13.	Psychology Full Program Review	Spring 2012; thereafter, Every Eight Years				
	14.	Sociology Full Program Review	Spring 2013; thereafter, Every Eight Years				
	15.	Criminal Justice Management Full Program Review	Spring 2013; thereafter, Every Eight Years				
	16.	Political Science Full Program Review	Spring 2013; thereafter, Every Eight Years				
	17.	Business Administration Full Program Review	Spring 2013; thereafter, Every Eight Years				
Expected	Met		Partially Met		Not Met		

Outcome	(3)		(2)	(1)
	1. – 17.	Program's Total Program Review Score is between 2.01 and 3.00	Program's Total Program Review Score is between 1.01 and 2.00	Program's Total Program Review Score is less than or equal to 1.00
Review of Results and Actions Taken	1.			
	2.			
	3.			
	4.			
	5.	Although this program is not scheduled this year for a full report to the South Carolina Commission on Higher Education as part of Institutional Effectiveness reporting, it was asked to submit an updated report so that it could be reviewed for possible inclusion as the fourth program, a program of our choosing, in our Second Monitoring Report to SACS.		
	6.			
	7.	Although this program is not scheduled this year for a full report to the South Carolina Commission on Higher Education as part of Institutional Effectiveness reporting, it was asked to submit an updated report so that it could be reviewed for possible inclusion as the fourth program, a program of our choosing, in our Second Monitoring Report to SACS.		
	8.			
	9.			
	10.			
	11.			
	12.			
	13.			
	14.			
	15.			
	16.			
	17.			

	Sum	Scoring of this goal will begin in the next evaluation period since the assessment cycle has solidified only within the last year following reaffirmation of accreditation by SACS. We follow an eight-year cycle for full program reviews for the South Carolina Commission on Higher Education and for that reason, not all programs will be evaluated each year.		
Outcomes	Indicator of Success Evaluation		Indicator of Success Score	
	1.	Choose One	0	
	2.	Choose One	0	
	3.	Choose One	0	
	4.	Met	3	
	5.	Choose One	0	
	6.	Not Evaluated	Not Scored	
	7.	Choose One	0	
	8.	Not Evaluated	Not Scored	
	9.	Not Evaluated	Not Scored	
	10.	Not Evaluated	Not Scored	
	11.	Not Evaluated	Not Scored	
	12.	Not Evaluated	Not Scored	
	13.	Not Evaluated	Not Scored	
	14.	Not Evaluated	Not Scored	
	15.	Not Evaluated	Not Scored	
	16.	Not Evaluated	Not Scored	
17.	Not Evaluated	Not Scored		
Additional Resources Required to Achieve or Sustain Results		\$0.00	Explanation	

V. **UNIT/PROGRAM GOAL:** To comply with the English Fluency in Higher Education Act

Strategic Goal Supported	5. Accountability					
Indicator of Success/Student Learning Outcome AND Summary of Data		Indicator/ Learning Outcome	Academic Year 2006-2007	Academic Year 2007-2008		
	1.	A written compliance plan for the English Fluency in Higher Education Act exists	Yes	Yes		
	2.	Number of student grievances filed under the institutional compliance plan for the English Fluency in Higher Education Act	0	0		
	3.	Lander's policy for the English Fluency in Higher Education Act has been published in its current academic catalogue and its current student affairs manual (or in both its academic catalog section and student affairs section, if there is a unified document)	Yes	Yes		
	4.					
Assessment Instrument(s) and Frequency of Assessment	Instrument		Frequency			
	1.	Institutional Reporting Required by English Fluency in Higher Education Act	Annually			
	2.	Institutional Reporting Required by English Fluency in Higher Education Act	Annually			
	3.	Institutional Reporting Required by English Fluency in Higher Education Act	Annually			
	4.					
Expected Outcome	Met (3)		Partially Met (2)		Not Met (1)	
	1.	Answer is "Yes"	N/A		Answer is "No"	

	2.	Number is 0	N/A	Number is greater than 0
	3.	Answer is "Yes"	N/A	Answer is "Yes"
	4.			
Review of Results and Actions Taken	1.			
	2.			
	3.			
	4.			
	Sum			
Outcomes		Indicator of Success Evaluation	Indicator of Success Score	
	1.	Met	3	
	2.	Met	3	
	3.	Met	3	
	4.	Choose One	Not Scored	
Additional Resources Required to Achieve or Sustain Results	\$0.00 Explanation			

VI. **UNIT/PROGRAM GOAL:** Full accreditation for those academic programs which are eligible for accreditation regardless of whether or not the institution chose to pursue accreditation.

Strategic Goal Supported	5. Accountability					
Indicator of Success/Student Learning Outcome	Indicator/ Learning Outcome	August 1, 2004	August 1, 2005	August 1, 2006	August 1, 2007	August 1, 2008
AND	1.	Number of programs listed in the Inventory of Academic Degree Programs holding accreditation from a recognized accrediting agency as a percent of the total number of programs listed in the Inventory of Academic Degree Programs	100% (7/7)	100% (7/7)	86% (6/7)	86% (6/7)
Summary of						

Data		for which accreditation is available.				
Assessment Instrument(s) and Frequency of Assessment	Instrument		Frequency			
	1.	South Carolina Commission on Higher Education Institutional Effectiveness Report	August 1 each year			
Expected Outcome	Met (3)		Partially Met (2)		Not Met (1)	
	1.	90% to 99% or if less than 90% all but 1 program not accredited	N/A		Less than 90% and more than 1 program not accredited	
Review of Results and Actions Taken	1.	Lander has chosen not to see accreditation with the Commission on COLlegiate Nursing Education (CCNE) for the baccalaureate-degree nursing education programs; however, it is accredited by the National League for Nursing, Inc. for the baccalaureate and higher degree programs.				
	Sum					
Outcomes	Indicator of Success Evaluation		Indicator of Success Score			
	1.	Met	3			
Additional Resources Required to Achieve or Sustain Results	\$0.00					
	Explanation					

VII. UNIT/PROGRAM SUMMARY

Unit/Program Goal	Strategic Goal Supported	Unit/Program Goal Outcome		Additional Resources Required to Achieve or Sustain Results
		Score	Evaluation Met: 3.00 – 2.01 Partially Met: 2.00 – 1.01 Not Met: 1.00 – 0.01 Not Evaluated: 0.00	
1. Increase the retention rate of faculty and decrease the time and cost associated with routinely filling vacant faculty positions	4. Environment	1.50	Partially Met	\$0.00
2. Maintain a high level of student-faculty interaction and academic advising	4. Environment	3.00	Met	\$0.00

3. Comply with program productivity standards as defined by the South Carolina Commission on Higher Education	5. Accountability	2.74	Met	\$0.00
4. All academic programs scheduled for full program reviews (review cycle is defined by Lander) by the South Carolina Commission on Higher Education as a part of the Institutional Effectiveness reporting process show satisfactory progress toward meeting their individual goals.	5. Accountability	0.00	Not Evaluated	\$0.00
5. To comply with the English Fluency in Higher Education Act	5. Accountability	3.00	Met	\$0.00
6. Full accreditation for those academic programs which are eligible for accreditation regardless of whether or not the institution chose to pursue accreditation.	5. Accountability	3.00	Met	\$0.00
7.	Choose One	0.00	Choose One	\$0.00
8.	Choose One	0.00	Choose One	\$0.00
9.	Choose One	0.00	Choose One	\$0.00
10.	Choose One	0.00	Choose One	\$0.00
UNIT/PROGRAM TOTALS		2.56	Met	\$0.00