

Academic Program Assessment Report

Assessment is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that an institution "identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results".

Be sure to SAVE your progress as you work!

Academic Program

LINK Program- QEP

Submission Year

2020-2021

Assessment Coordinator Name

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Program Goal

Goal

Goal 1

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Program Goal

Students will develop the skills of effective leaders. (Leadership)

Pillar of Success Supported

High-Demand, Market-Driven Programs

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK 101 core module quiz: Leadership

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

97% (824/852)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students improved in performance on the Leadership module quiz compared to fall 2018 (95%) with 97% of students completing the quiz (824/852) scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will develop the skills of effective leaders by identifying the qualities of great leadership and

how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the assignment scored at the "Proficient" level for both "Strengths & Weaknesses" and "Opportunities & Threats" criteria of the rubric.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored at the "Proficient" level for both "Strengths & Weaknesses" and "Opportunities & Threats" criteria of the rubric.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored at the "Proficient" level for both "Strengths & Weaknesses" and "Opportunities & Threats" criteria of the rubric.

Assessment Measure Used

LINK101 Leadership SWOT analysis assignment

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

Ave: 75.5%, S&W: 78%, O&T: 73%

Score (Met=3, Partially Met=2, Not Met=1)

2

Comments/Narrative

Students completed the Leadership module video and slides on Blackboard, then submitted a Leadership SWOT analysis for self-assessment of their leadership qualities and potential, on Blackboard. A video about how to do a SWOT analysis was provided to students on Blackboard. Many students did not submit their SWOT analyses through Blackboard (87% completion rate, 837/959). Instructors were asked to use a grading rubric to evaluate the student work, but many instructors did not use the rubric (52% rubric usage, 502/959). This has continued to be an issue from last year. In addition, while only 75.5% of the students scored an average at Proficient level on both criteria, the average for all students on "Strengths and Weaknesses" (7.31 out of 8.0) and "Opportunities and Threats" (7.12 out of 8.0) is in the Proficient range (7.0 - 8.0). The Program partially met the outcome according to this indicator of success. Suggest assessment be adjusted to monitor average score of all students and expected outcome to be average for each criterion in the Proficient range. Additional communication/training is necessary to ensure assignments are submitted to Blackboard and rubric is used to grade this assessment.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of

performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"

50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"

Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used

Discipline cluster assessments for Leadership (various)

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

89% (814/959)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of leadership. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 89% (814/959) of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"

LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used

Skyfactor First-Year Seminar Assessment (FYSA)
Factors: 5. Academic Integrity, 17. Critical Thinking, 22. Social Integration

Frequency of Assessment

Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)

Factor 5: 2017: 5.73, 2018: 5.75, 2019: 6.08
Factor 17: 2017: 5.29, 2018: 5.34, 2019: 5.76
Factor 22: 2017: 5.54, 2018: 5.59, 2019: 5.84

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Skyfactor FYSA was administered at the end of the course in fall 2019 and comparisons made to results in fall 2018. The Program met the expected outcome for this factor. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Goal Summary

Goal Summary/Comments

All expected outcomes were met or partially met for all indicators of success. Outcomes were met for:

Leadership module quiz, and discipline-cluster assessments the FYSA. Outcomes were partially met for: Leadership SWOT analysis assignment.

Changes Made/Proposed Related to Goal

Criteria for the rubric use of the SWOT analysis assignment will be modified for next year as described above. Direct assessments specific to discipline clusters were used for program assessment. Completion rates for all Blackboard quizzes improved this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. To address instructor use of rubrics for assessments, instructors were reminded that all student work must be submitted to Blackboard and rubrics used for program assessments. In addition, the LINK Peer Leader program is being fully implemented this fall (2020). These students serve as LINK101 Peer Leaders as role models for leadership in the classroom and beyond.

Upload Rubrics/Other Files

Goal 2

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Program Goal

Students will become active citizens in the university community and beyond. (Involvement)

Pillar of Success Supported

Robust Student Experience

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will become active citizens in the university community and beyond by describing the principles of responsible citizenship and civic engagement. (Outcome 2A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz: Student Handbook

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

96%, (791/823)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students improved in performance on the Student Handbook module quiz compared to fall 2018 (93%) with 96% of students (791/823) scoring 70% or higher. The Program met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will become active citizens in the university community and beyond by describing the principles of responsible citizenship and civic engagement. (Outcome 2A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"

50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"

Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used

Discipline cluster assessments for Involvement (various)

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

89% (814/959)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of involvement. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 89% (814/959) of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will become active citizens in the university community and beyond by practicing responsible citizenship through active involvement in opportunities within and beyond the campus community. (Outcome 2B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

NSSE-19 data will demonstrate a between-groups gain compared to the NSSE-16 data.

Performance Target for "Partially Met"

NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"

NSSE-19 data will demonstrate a between-groups decrease compared to the NSSE-16 data.

Assessment Measure Used

NSSE items: 1d, 2b, 12, 14e, 14h, 14i

Frequency of Assessment

Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)

2019: 2.89, 2016: 2.76, $p=0.17$, $ES=0.15$

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items that aligned with the Involvement outcome of LINK101 were identified and response data was pooled. The average response to these items (2.89) in 2019 was higher than the average response (2.76) in 2016. When students were asked about how much the institution emphasizes (14e) providing opportunities to be involved socially, (14h) attending campus activities and events, and (14i) attending events that address important social, economic, or political issues, statistically significant higher scores were received in 2019 (average = 3.18), compared to 2016 (average = 2.89) ($p<0.01$). No topical FYE module items were identified that aligned with this outcome.

No NSSE Data was collected during this academic year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will become active citizens in the university community and beyond by practicing responsible

citizenship through active involvement in opportunities within and beyond the campus community.
(Outcome 2B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"

LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used

Skyfactor First-Year Assessment (FYSA) Factors:
10. Campus Policies,
20. Co-curricular Engagement

Frequency of Assessment

Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)

Factor 10: 2017:5.42, 2018: 5.44, 2019: 5.76
Factor 20: 2017: 5.14, 2018: 5.31, 2019: 5.57

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Skyfactor FYSA was administered at the end of the course in fall 2019 and comparisons made to results in fall 2018. The Program met the expected outcome for this factor. Suggest keeping the assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Goal Summary

Goal Summary/Comments

All expected outcomes were met or partially met for all indicators of success. Outcomes were met for: Student Handbook module quiz, FYSA and discipline-cluster assessments. NSSE data was not collected this academic year.

Changes Made/Proposed Related to Goal

Criteria for measuring success were modified this year for the indirect assessments (NSSE, Skyfactor) due to the variability of the data. Direct assessments specific to discipline clusters were added this year to the program assessment. Completion rates for all Blackboard quizzes improved this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. To address instructor use of rubrics for assessments, instructors were reminded that all student work must be submitted to Blackboard and rubrics used for program assessments. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and

improve student perceptions regarding the Involvement outcome. The Program planned and implemented weekly drop-ins for LINK topics during the fall 2019 semester, which could also count as LINKed Events for students. All of these initiatives will be continued to maintain high-levels of performance on the Involvement outcomes.

Upload Rubrics/Other Files

Goal 3

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Program Goal

Students will build strong, positive networks within the university community. (Networking)

Pillar of Success Supported

Robust Student Experience

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz: Career Services

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

86% (668/776)

Score (Met=3, Partially Met=2, Not Met=1)

2

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students improved in performance on the Career Services module quiz compared to fall 2018 (85%) with 86% of students (668/776) scoring 70% or higher. The expected outcome was partially met, so modifications to improve performance are suggested. The Program partially met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year for comparison of modification efforts.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz: Financial Literacy

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

85% (665/780)

Score (Met=3, Partially Met=2, Not Met=1)

2

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. The expected outcome was partially met, so modifications to improve performance are suggested. Suggest keeping assessment and criteria the same for next year for comparison of modification efforts.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz: The Healthy Student

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

98% (840/853)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. The Program met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"

50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"

Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used

Discipline cluster assessments for Networking (various)

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

89% (814/959)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of networking. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 89% (814/959) of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by connecting with individuals of diverse perspectives and backgrounds through respectful discourse.(3A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"

NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"

NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used

NSSE: FYE Topical Module items: 1d, 3a, 3b (pool) and 2c, 2d (pool)

Frequency of Assessment

Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)

2019: 2.44, 2.60; 2016: 2.42, 2.96

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items from the FYE Topical Module that aligned with the Networking outcome of LINK101 were identified and response data was pooled. The average response to items (1d, 3a, 3c) related to how often students asked instructors for help or sought help with coursework from faculty or learning support services was not significantly different between 2016 (2.42) and 2019 (2.44), although it did increase. However, the average response to items (2c, 2d) related to how difficult it was to get help with schoolwork or interact with faculty were significantly lower in 2019 (2.60) compared to 2016 (2.96), with an $ES > 0.3$ (considered a large effect). It appears that it was significantly less difficult to get help with schoolwork or interact with faculty in 2019 than 2016. The improvement from 2016 to 2019 on items 1d, 2c, and 2d were statistically significant ($p < 0.05$). NSSE data was not collected this academic year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 6

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will build strong, positive networks within the university community by connecting with individuals of diverse perspectives and backgrounds through respectful discourse.(3A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"

LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used

Skyfactor FYSA Factors:
 7. Diverse Interactions,
 9. Major/Career Choice,
 11. Money Management,
 12. Wellness,
 18. Connections with Faculty,
 19. Connections with Peers

Frequency of Assessment

Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)

Factor 7:2017: 5.46, 2016: 5.37, 2019: 5.81
 Factor 9: 2017: 5.46, 2018: 5.53, 2019: 5.81
 Factor 11: 2017: 4.79, 2018: 5.06, 2019: 4.97
 Factor 12: 2017: 5.19, 2018: 5.23, 2019: 5.64
 Factor 18: 2017: 5.39, 2018: 5.44, 2019: 5.80
 Factor 19: 2017: 5.46, 2018: 5.50, 2019: 5.88

Score (Met=3, Partially Met=2, Not Met=1)

2

Comments/Narrative

Skyfactor FYSA was administered at the end of the course in fall 2019 and comparisons made to results in fall 2018. The Program partially met the expected outcome for this factor. All factors with the exception of Money Management saw an increase from the previous year's assessment. More emphasis has been placed on Money Management and Budgeting in the course. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Goal Summary

Goal Summary/Comments

All expected outcomes were met or partially met for all indicators of success. Outcomes were met for: The Healthy Student module quiz, and discipline-cluster assessments. Outcomes were partially met for: Financial Literacy module quiz, Career Services quiz, and the FYSA. NSSE data was not collected this academic year.

Changes Made/Proposed Related to Goal

Criteria for measuring success were modified this year for the indirect assessments (NSSE, Skyfactor) due to the variability of the data. Direct assessments specific to discipline clusters were added this year to the program assessment. Completion rates for all Blackboard quizzes improved this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Networking outcome. Career Peers

will be in use by the Office of Career Services during fall 2020. The Career Peers will offer guidance to students on career paths, in the form of one-on-one interactions as well as workshops. This co-curricular engagement/support for students should improve performance on the Career Services module. In class assignments regarding money management and budgeting will be implemented. The Program planned and implemented weekly drop-ins for LINK topics during the fall 2020 semester, which should help students connect to resources and faculty/staff on campus, all critical to the Networking outcome. All of these initiatives will be continued to maintain high-levels of performance on the Networking outcomes.

Upload Rubrics/Other Files

Goal 4

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Program Goal

Students will learn how to be successful in college and life. (Knowledge)

Pillar of Success Supported

High-Demand, Market-Driven Programs

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz: Blackboard/ITS

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

99% (824/835)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students performance stayed the same on the Blackboard/ITS module quiz compared to fall 2018, with 99% of students (824/835) scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used

LINK101 core module quiz:
Academic Success

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

99% (862/869)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students improved in performance on the Academic Success module quiz compared to fall 2018 (91%) with 99% of students (862/869) scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 90% of the students who completed the post-test scored 70% or better.

Performance Target for "Partially Met"

50-89% of the students who completed the post-test scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the post-test scored 70% or better.

Assessment Measure Used

LINK101 course post-test: WDYK LINK Test #2

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

97% (827/855)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students completed the "What Do You Know" (WDYK) LINK Test #2 at the end of the semester as a course post-test. Students improved in performance on the WDYK LINK Test #2 compared to fall 2018 (93%) with 97% of students (827/855) scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

75% of students completing both WDYK LINK tests improved their score from the pre- to the post-test.

Performance Target for "Partially Met"

50-74% of students completing both WDYK LINK tests improved their score from the pre- to the post-test

Performance Target for "Not Met"

Less than 50% of students completing both WDYK LINK tests improved their score from the pre- to the

post-test

Assessment Measure Used

LINK101 course pre-test to post-test improvement

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

88% (719/815)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Gains from pre-test scores (WDYK LINK Test #1) to post-test scores (WDYK LINK Test #2) were measured and 88% (719/815) of students taking both tests improved their scores by an average of 11 points. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"

50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"

Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used

Discipline cluster assessments for Knowledge (various)

Frequency of Assessment

LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)

89% (814/959)

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of knowledge. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 89% (814/959) of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 6

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by identifying his/her interests, strengths, and opportunities in order to make informed decisions about a career path. (4A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"

NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"

NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used

NSSE FYE Topical Module items:
1a-b (pool), 2a-b (pool)

Frequency of Assessment

Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)

2019: 2.84, 3.65
2016: 2.85, 3.76

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items from the FYE Topical Module that aligned with the Knowledge outcome of LINK101 were identified and response data was pooled. The average response to items (1a-b) related to studying and finding additional information when they did not understand material was not significantly different between 2016 (2.85) and 2019 (2.84). The average response to items (2a-b) related to how difficult it was learning course material and managing your time were lower in 2019 (3.65) compared to 2016 (3.76).

NSSE data was not collected during this academic year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 7

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will learn how to be successful in college and life by identifying his/her interests, strengths, and opportunities in order to make informed decisions about a career path. (4A)

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"

LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA

Assessment Measure Used

Skyfactor FYSA Factors:
6. Knowledge of academic services; 8. Knowledge of study strategies; 13. Library, research, and information literacy skills; 14. Academic skills; 15. Managing Time and Priorities; 16. Knowledge of Stress Management

Frequency of Assessment

Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)

Factor 6: 2017: 5.46, 2018: 5.37, 2019: 5.81
Factor 8: 2017: 5.26, 2018: 5.35, 2019: 5.72
Factor 13: 2017: 5.62, 2018: 5.71, 2019: 6.01
Factor 14: 2017: 4.56, 2018: 4.72, 2019: 5.13
Factor 15: 2017: 5.54, 2018: 5.46, 2019: 5.96
Factor 16: 2017: 5.09, 2018: 5.03, 2019: 5.42

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Skyfactor FYSA was administered at the end of the course in fall 2019 and comparisons made to results in fall 2018. The scores across all factors increased. The Program met the expected outcome for this factor. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Goal Summary

Goal Summary/Comments

All expected outcomes were met or partially met for all indicators of success. Outcomes were met for: Blackboard/ITS module quiz, Academic Success module quiz, WDYK LINK post-test scores, WDYK LINK pre- to post-test score improvement, discipline-cluster assessments, and FYSA. Outcomes were not assessed for NSSE.

Changes Made/Proposed Related to Goal

Criteria for measuring success were modified this year for the indirect assessments (NSSE, Skyfactor) due to the variability of the data. Direct assessments specific to discipline clusters were added this year to the program assessment. Completion rates for all Blackboard quizzes improved this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Knowledge outcome. The Program planned and implemented weekly drop-ins for LINK topics during the fall 2020 semester, which should help students gain college-level knowledge and skills, all critical to the Knowledge outcome. All of these

initiatives will be continued to maintain high-levels of performance on the Knowledge outcomes.

Upload Rubrics/Other Files

Goal 5

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Program Goal

Students completing the LINK101 course will have improved academic success and retention rates.

Pillar of Success Supported

Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Retention rates for students in LINK101 will be higher than the previous year and than the average university retention rate.

Timeframe for this Outcome

Fall 2019 to Fall 2020

Performance Target for "Met"

Overall retention rate is higher than the previous year and higher than the university retention rate.

Performance Target for "Partially Met"

Overall retention rate is at least higher than the university retention rate.

Performance Target for "Not Met"

Overall retention rate is lower than the university retention rate.

Assessment Measure Used

Overall retention rate for all students who pass LINK101 (first to second year)

Frequency of Assessment

Annually after fall drop/add is complete

Data Collected for this Timeframe (Results)

2020: 71% 2019: 73%

Score (Met=3, Partially Met=2, Not Met=1)

1

Comments/Narrative

Retention rate for all students who pass LINK 101 (D and above) from fall 2019 to fall 2020 in the third year of the program was 71% and the average retention rate at Lander University for all students in the fall 2019 cohort (74%).

Our program retention numbers above demonstrate retention of those passing the LINK course. Overall retention for students taking LINK in the fall was 74%. The university's retention rate and the LINK retention rate are the same according to this criteria.

Retention rates from 2019-2020 could be skewed due to COVID-19.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Retention rates for students in LINK101 will be higher than the previous year and than the average university retention rate.

Timeframe for this Outcome

Fall 2019 to Fall 2020

Performance Target for "Met"

Retention rate for students who earn an A or B in LINK101 is higher than the previous year and higher than the university retention rate.

Performance Target for "Partially Met"

Retention rate for students who earn an A or B in LINK101 is at least higher than the overall university retention rate.

Performance Target for "Not Met"

Retention rate for students who earn an A or B in LINK101 is lower than the overall university retention rate.

Assessment Measure Used

Retention rates for students who earn an A or B in LINK101 (first to second year) – “ambitious and talented students”

Frequency of Assessment

Annually after fall drop/add is complete

Data Collected for this Timeframe (Results)

2020: 64%
2019: 77%
2018: 82%

Score (Met=3, Partially Met=2, Not Met=1)

1

Comments/Narrative

Retention rate for students who earned an A or B in LINK101, from fall 2019 to fall 2020 in the second year of the program was 64%, which was lower than the previous year's retention rate of students who earned an A or B in LINK 101 (77%).

Retention rates from 2019-2020 could be skewed due to COVID-19.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Academic success of students in LINK101 as measured by GPA will be higher than the previous year.

Timeframe for this Outcome

Academic Year: 2019-2020

Performance Target for "Met"

Average GPA of students who pass LINK101 is more than 0.1 higher than the previous year.

Performance Target for "Partially Met"

Average GPA of students who pass LINK101 is within 0.1 of the average GPA in the previous year.

Performance Target for "Not Met"

Average GPA of students who pass LINK101 is more than 0.1 lower than the previous year

Assessment Measure Used

Average GPA of students at end of first year who passed LINK101

Frequency of Assessment

Annually after spring final grades are submitted

Data Collected for this Timeframe (Results)

2020: 3.08
2019: 2.46
2018: 2.34

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Average GPA for all students who pass LINK 101 (D and above) from fall 2019 to fall 2020 in the third year of the program was 3.08, above last year's average GPA among students that passed the course (2.46).

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Academic success of students in LINK101 as measured by GPA will be higher than the previous year.

Timeframe for this Outcome

Academic Year 2019-2020

Performance Target for "Met"

Average GPA of students who earn an A or B in LINK101 is more than 0.1 higher than the previous year.

Performance Target for "Partially Met"

Average GPA of students who earn an A or B in LINK101 is within 0.1 of the average GPA in the

previous year.

Performance Target for "Not Met"

Average GPA of students who earn an A or B in LINK101 is more than 0.1 lower than the previous year

Assessment Measure Used

Average GPA of students at end of first year who earn an A or B in LINK101 – “ambitious and talented students”

Frequency of Assessment

Annually after spring final grades are submitted

Data Collected for this Timeframe (Results)

2020: 3.17
2019: 2.88
2018: 2.90

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Average GPA for all students who earned an A or B in LINK101, from fall 2019 to fall 2020 in the third year of the program was 3.17, higher than last year’s average GPA among students that earned an A or B in the course (2.88).

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Students will develop a sense of belonging to the university.

Timeframe for this Outcome

Academic Year 2019-2020

Performance Target for "Met"

NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"

NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"

NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used

NSSE items: 19 (20)
FYE Topical Module item: 4a

Frequency of Assessment

Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)

2019: 83%, (89%) 30.3%
2016: 87%, 38.2%

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE item 19 and FYE Topical Module item 4a related to retention were identified. When asked "If you could start over again, would you go to the same institution you are now attending?" (item 19), 83% replied "probably yes" or "definitely yes" in 2019, compared to 87% in 2016. A new item was added in 2019 (item 20), which asks "Do you intend to return to the same institution next year?" to which 89% of students replied "yes". In the NSSE FYE Topical module, item 4a, when asked "During the current school year, have you seriously considered leaving this institution?" 30.3% replied "yes" in 2019, decreased from 38.2% replying "yes" in 2016.

No NSSE Data was collected during this academic year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Outcome 6

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Students will develop a sense of belonging to the university.

Timeframe for this Outcome

Fall 2019

Performance Target for "Met"

LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"

LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used

Skyfactor FYSA Factors:
 1. Classroom Learners: Engaging Pedagogies,
 3. Usefulness of Course Materials, 4. Improved transition to college, 21. Impacted retention and graduation
 23. Overall program effectiveness

Frequency of Assessment

Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)

Factor 1: 2017: 4.59, 2018: 4.76, 2019: 5.37
 Factor 3: 2017: 5.33, 2018: 5.34, 2019: 5.83
 Factor 4: 2017: 5.31, 2018: 5.33, 2019: 5.77
 Factor 21: 2017: 5.22, 2018: 5.47, 2019: 5.85
 Factor 23: 2017: 4.70, 2018: 4.86, 2019: 5.51

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Skyfactor FYSA was administered at the end of the course in fall 2019 and comparisons made to results in fall 2017 and fall 2018. All factors saw an increase. The Program met the expected outcome for this factor. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

None

Goal Summary

Goal Summary/Comments

All expected outcomes were met or partially met for all indicators of success, including FYSA factors related to retention and success. Outcomes were met for: average GPA of students that passed LINK101, average GPA of students who earned an 'A' or 'B' in LINK101 and the FYSA. Outcomes were not met for retention.

NSSE data was not collected during this academic year.

Changes Made/Proposed Related to Goal

Criteria for measuring success were modified this year for the indirect assessments (NSSE, Skyfactor) due to the variability of the data. GPA comparisons were also modified from last year's criteria. Several initiatives have been implemented to increase retention and success of our students across campus. LINK ExComm and instructors plan to continue an assembly of all LINK students at the beginning of each

school year, as part of the Launch into Lander events. This should help to begin building community and foster a sense of belonging for the students, which have been shown to increase retention and success. The themes of “belonging” and “growth mindset” will be emphasized at the training LINK Academy and the LINK Assembly, as well as the curriculum in the LINK101 for the fall 2020 semester.

Retention numbers could be inflated due to COVID and lifted academic probation/suspension requirements for this academic year.

Upload Rubrics/Other Files

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