

Administrative Unit Assessment Report

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

SACSCOC requires that "The 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".

Administrative Unit

Engagement & Involvement - Student Affairs -
Career Services

Submission Year

2018-2019

Academic year you are submitting report. Not necessarily the year that data is being reported on. Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.

Assessment Coordinator Name

Joe Franks

Enter Assessment Coordinator Email

jfranks@lander.edu

If more than one coordinator, please choose one for emails to be sent to.

Unit Goal

Goal

Goal 1

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

1. Students are satisfied with their career services' experience, programs, events, facilities, and staff.

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.a) Mean Score: Students are satisfied with their career counseling meetings.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services
Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

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

3

Average Mean Scores

Lander University's mean: 6.23

Select Six Means: 6.03

All institutional Means: 5.89

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

Thresholds for indicators of success were met for this outcome on four of its five criteria. The criterion not met was, "The career counselor respected the student's right to make his/her own decisions". This criterion has fluctuated every other reporting cycle between meeting and not meeting the success threshold. Each time it does not meet the threshold, the Career Services Director ensures that phrases are used to assist students in understanding they can make choices and whatever information was offered/presented/explored with the student was to provide them with the ability to make an informed choice. Lander University's mean score ranked 3/7 for the select six comparison groups and 5/14 for all institutions using the same survey. There was an average satisfaction rate of 98% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly declined over the past four years as shown by the following data: 2015/2016 (mean score of 6.53), 2016/2017 (mean score of 5.93), 2017/2018 (mean score of 6.29) and 2018/2019 (mean score of 6.23 This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.b) Mean Score: Students are satisfied with how career services publicizes its programs, events, and services.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.71
Select Six Means: 5.40
All institutional Means: 5.07

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

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

3

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 4/7 for the select six comparison groups and 5/14 for all institutions using the same survey. There was an average satisfaction rate of 83% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.71), 2017/2018 (mean score of 5.44), 2016/2017 (mean score of 5.27), and 2015/2016 (mean score of 5.73). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.c) Mean Score: Students are satisfied with the environment of the career services office.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 6.06
Select Six Means: 5.55
All institutional Means: 5.43

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

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 2/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 97% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 6.06), 2017/2018 (mean score of 5.72), 2016/2017 (mean score of 5.65), and 2015/2016 (mean score of 5.83). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.d) Mean Score: Students are satisfied with Career Services' staff.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

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

3

Average Mean Scores
Lander University's mean: 6.29
Select Six Means: 5.90
All institutional Means: 5.77

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 3/7 for the select six comparison groups and 4/14 for all institutions using the same survey. There was an average satisfaction rate of 99% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 6.29), 2017/2018 (mean score of 5.90), 2016/2017 (mean score of 5.89), and 2015/2016 (mean score of 6.08). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.e) Mean Score: Overall, students are satisfied with the Career Services' Department.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.38
Select Six Means: 5.26
All institutional Means: 5.14

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

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

3

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 23/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 90% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.68), 2017/2018 (mean score of 5.40), 2016/2017 (mean score of 5.47), and 2015/2016 (mean score of 5.49). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

The goal of providing Lander University students with satisfactory career services' experiences, programs, events, facilities, and staff was met for all five indicators of success with an over-all score of 2.93. This was the sixth reporting period the Skyfactor Benchworks Career assessment surveys were used to measure this goal. This same survey will be employed for the next reporting period. Only one criteria used as an outcome measure was not met, "The Career Services' counselor respected the student's right to make his/her own decisions". This criterion has fluctuated every other reporting cycle between meeting and not meeting the success threshold. Each time it does not meet the threshold, the Career Services Director ensures that phrases are used to assist students in understanding they can make choices and whatever information was offered/presented/explored with the student was to provide them with the ability to make an informed choice. The Director making sure that the options offered/presented/explored with the student were just choices.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

For the 2018-2019, a new online job board/database management system, Handshake, was implemented. Overall, the data indicate improvement in satisfaction on 12 of the 18 criteria for success for its five outcomes. Handshake appeared to have a positive impact on student satisfaction with career services' experiences, programs, events, facilities, and staff. Since its launch, 2,731 employers registered and posted 10,674 positions. There have been 2,069 students logged into the site at least once with 164 students requesting an appointment for resume assistance. This goal will continue to be monitored. The Career Services Department submitted and gained approval for implement a Career Peer Mentor Program. The goal of this program is to assist the department in engaging all incoming freshman to begin their career preparations.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 2

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

2. Career Services' experiences enhanced students' understanding of their career goals, career steps and career competencies.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

- ⊙ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

2.a) Mean Score: Career Services' experiences enhanced students' understanding of their career goals.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 6.10
Select Six Means: 5.27
All institutional Means: 5.18

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

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 2/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 91% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 6.10), 2017/2018 (mean score of 5.77), 2016/2017 (mean score of 5.91), and 2015/2016 (mean score of 6.12). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

2.b) Mean Score: Career Services' experiences enhanced students' understanding of their career steps

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.93
Select Six Means: 5.22
All institutional Means: 5.16

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

3

If this is a new outcome and no data has been collected, you should explain when data will be

available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 2/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 88% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.93), 2017/2018 (mean score of 5.55), 2016/2017 (mean score of 5.73), and 2015/2016 (mean score of 5.90). This outcome will continue to be monitored. No plan of action required

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

2.c) Mean Score: Career Services' experiences enhanced students' understanding of career competencies.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is not above any of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services
Assessment Survey

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.71
Select Six Means: 5.27
All institutional Means: 5.26

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

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 1/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 76% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.71), 2017/2018 (mean score of 5.57), 2016/2017 (mean score of 5.63), and 2015/2016 (mean score of 5.72). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

2.d) Mean Score: Overall, Career Services' experiences enhanced student learning.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

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

3

Average Mean Scores

Lander University's mean: 5.17

Select Six Means: 4.67

All institutional Means: 4.65

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 2/7 for the select six comparison groups and 2/14 for all institutions using the same survey. There was an average satisfaction rate of 85% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly decreased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.17), 2017/2018 (mean score of 5.27), 2016/2017 (mean score of 5.27), and 2015/2016 (mean score of 5.16). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

The goal of enhancing students' understanding of their career goals, career steps and career competencies was met for all four indicators of success as indicated by .an over-all score of 3.00. This goal supports Lander University's pillar of retention by ensuring that students have the skills necessary when applying for employment or graduate school following graduation and enhancing their overall learning experience. This was the sixth reporting period the Skyfactor Benchworks. This same survey will be employed for the next reporting period.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

No changes are proposed.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 3

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

3. Career Services assists students in selecting a major or validating their choice of majors.

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

3.a) Mean Score: Career Services' experiences supported the choice of major made for students' undecided about a major.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services
Assessment Survey

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.51
Select Six Means: 5.31
All institutional Means: 5.31

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

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 3/7 for the select six comparison groups and 4/14 for all institutions using the same survey. There was an average satisfaction rate of 84% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly decreased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.51), 2017/2018 (mean score of 5.52), 2016/2017 (mean score of 5.51), and 2015/2016 (mean score of 5.73). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

3.b) Mean Score: Career Services' experiences reinforced a student's choice of major(s).

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services
Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

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

Average Mean Scores

Lander University's mean: 6.14

Select Six Means: 5.78

All institutional Means: 5.57

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 3/7 for the select six comparison groups and 3/14 for all institutions using the same survey. There was an average satisfaction rate of 87% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 6.14), 2017/2018 (mean score of 5.77), 2016/2017 (mean score of 6.01), and 2015/2016 (mean score of 5.83). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

Overall, the threshold for this indicator was met with a score of 3.00. The data documented that both outcomes for this goal were fully met with Lander University mean responses for "strongly agree" and "agree" above the select six comparison institutions and all institutions participating in the survey.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

No changes proposed or made.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 4

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

4. Overall, Lander University's Department of Career Services' is effective in its provision of services to students.

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

4.a) Mean Score: Overall, Lander University's Department of Career Services' is effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's Skyfactor mean comparison is above all of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's Skyfactor mean comparison is above one or two of the Skyfactor means for the following: Select 6 Peers, Carnegie Peers, and all Skyfactor participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Career Services Assessment Survey

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Average Mean Scores
Lander University's mean: 5.52
Select Six Means: 5.14
All institutional Means: 5.03

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

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. Lander University's mean score ranked 1/7 for the select six comparison groups and 1/14 for all institutions using the same survey. There was an average satisfaction rate of 91% for responses of "agree" or "satisfied" to all of the survey questions for this indicator. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had increased over the last reporting period as shown by the following data: 2018/2019 (mean score of 5.52), 2017/2018 (mean score of 5.39), 2016/2017 (mean score of 5.40), and 2015/2016 (mean score of 5.42). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

The goal of evaluating Career Services' overall program effectiveness was met for the one outcome and its ten measures. This was the sixth reporting period the Skyfactor Benchworks Career assessment surveys were used to measure this goal. This same survey will be employed for the next reporting period.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

For the 2018-2019 Academic Year, several initiatives were identified to help improve the effectiveness of Career Services. The initiatives are as follows: (1) The Career Services Department will effectively market its programs by participating in at least three on-campus recruiting/training events each year. This was accomplished through door hangers in residence hall rooms, a peer Career Mentor program established, posters made and disseminated around campus, and social media outreach, (2) The Department of Career Services' will enhance Lander University's connections to the Lakelands and surrounding communities through at least four outreach events each year. For the 2018-2019 Academic Year, the Department of Career Services assisted and participated in Communiversiity, created outreach opportunities through the online job board, hosting the Career Fair, and hosting recruiters on campus (BMW, Waffle House, etc.) These initiatives will continue for the 2019-2020 Academic Year.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 5

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

5. Lander University's Department of Career Services' will develop an employment and internship center.

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice
- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.d) Space will be dedicated and/or reassigned/redesigned for use by the employment and internship center.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Space Allocated

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

N/A

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Space Not Allocated.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Meeting Outcome Minutes/Year End Board Reports/Budget Reports

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Space not allocated.

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

1

If this is a new outcome and no data has been

collected, you should explain when data will be available for entry.

Comments/Narrative

Space was made available by moving one employee whose office was located near the Career Services' director to a different location and remodeling the vacated office into two new offices. The available space was utilized in a different way due to the Student Affairs structural reorganization which occurred in April/2019. Alternative space is being sought for the center.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.e) Two full-time staff members will be hired prior to the start of the Fall 2019 semester.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Two Additional Full-Time Staff Members

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

One Additional Full-Time Staff Member

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

No Additional Staff Members

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Meeting Outcome Minutes/Year End Board Reports/Budget Reports

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

One additional full-time staff member was hired and interviews have occurred for the second position. No one as been hired as of the beginning of the Fall 2019 semester.

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

2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

One full-time staff member was hired as the administrative assistant for Career Services and the Employment and Internship Center. The position of internship coordinator has been approved and applicants have been interviewed.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary**Goal Summary/Comments**

The goal of establishing an employment and internship center was partially met. The average score on all of its indicators was a 1.50. The Career Services' Director has completed what can be done until funding is approved. Several initiatives have been instituted by Lander University to obtain a funding resource. One initiative is to maintain the increase in enrollment and a second initiative is the institution of a career services fee which could be used to build a funding source. Space for offices was developed by moving personnel located in the space next to the Career Services Director's office and dividing the vacated office into two. However, this has changed due to the restructuring of Student Affairs in April/2018. In addition, one full-time staff member was hired as the administrative assistant for Career Services and the employment center. The position of internship coordinator is in the process of being filled. Interviews have occurred.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

Continue efforts in establishing Employment Center as funding and space is allocated for it.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)