LANDER UNIVERSITY
OFFICE OF ACADEMIC AFFAIRS

UNIT/PROGRAM NAME: Leadership, Involvement, Networking, Knowledge (LINK) Program
OFFICE OF PRIMARY RESPONSIBILITY: Academic Affairs
ASSESSMENT COORDINATOR: Dr. Mark J. Pilgrim
SUBMISSION DATE OF THE REPORT: Thursday, October 11, 2018

ACADEMIC YEAR 2017-2018

INSTRUCTIONS:
To comply with institutional effectiveness expectations, units/programs MUST:

- identify expected outcomes,
- assesses the extent to which it achieves these outcomes, and
- provide evidence of improvement based on analysis of the results

Guidance for preparing Unit Goals and Indicators of Success Reports:

- These reports should demonstrate on-going planning and assessment in each area. The results assist in decision making about curricular and programmatic revisions.
- Describe your Unit/Program Goal. Think about adding new goals or modifying previously reported ones.
- Choose a "Pillar for Success" from Lander's Strategic Plan that your goal best aligns with.
- Timeframe: Each report should use data from the past year. For the Fall 2018 report you should use data from the Academic Year 2017-2018 or Calendar Year 2017. Historical data should be referenced in the Review and Summary of Expected Outcomes section if applicable.
- Use multiple assessments (Indicators of Success) for each Unit Goal if possible. *If this is a new goal, you may not have collected data yet. This is acceptable and should be indicated.
- Assessment Instruments: Develop and/or use methods and instruments that are uniquely suited to the Indicators of Success.
- Review and Summary of Expected Outcomes:
    - If you are using a goal that you have submitted in the past, please provide a narrative that includes an analysis of historical data and current data. It should include evidence of improvement or clarification of why improvement has not been accomplished. It should include a summary of what steps can be taken to accomplish the goal and what resources are needed to meet the goal or sustain the results.
    - If you are using a new goal and you have collected data, please provide a narrative that includes an analysis of your data and a plan for improvement. This plan should include a summary of what steps can be taken to accomplish the goal and what resources are needed to meet the goal or sustain the results. *If you are using a new goal and have not yet collected data, please provide a summary of why the goal has been added, how meeting this goal would improve your program/unit, and any expectations that you have for it.

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1. UNIT/PROGRAM GOAL 1: Students will develop the skills of effective leaders. (Leadership)

1.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 1. High Demand, Market-Driven Programs

1.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

1.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES[1]**

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
1.3.1. LINK101 core module quiz: Leadership	73% (517/705)	At least 90% of the students who completed the module scored 70% or better	50-89% of the students who completed the module scored 70% or better	Less than 50% of the students who completed the module scored 70% or better	2.00
1.3.2 LINK101 Leadership SWOT analysis assignment	79% (466/589)	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	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	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	2.00
1.3.3 SSI items: Instructional Effectiveness, Service Excellence, Student Centeredness	2018: 5.90 2015: 5.72 ES = 0.17 p<0.05	SSI-18 and SSI-21 average ratings on selected items will demonstrate a significant gain when compared to the SSI-15 data (p<0.05, effect size of 0.3 or higher)	SSI-18 and SSI-21 average ratings on selected items will demonstrate a gain when compared to the SSI-15 data	SSI-18 and SSI-21 average ratings on selected items will demonstrate no significant difference or a decrease when compared to the SSI-15 data	2.00
1.3.4. NSSE items: High Impact Practices – Internship/Field Experience, Study Abroad	2019 & 2022 only	NSSE-19 and NSSE-22 data will demonstrate a significant between-groups gain compared to the NSSE-13 or	NSSE-19 and NSSE-22 data will demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data	NSSE-19 and NSSE-22 data will not demonstrate a between-groups gain compared	Outcome 4: Score.

[1] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

		NSSE-16 data (p<0.05, effect size of 0.3 or higher)		to the NSSE-13 or NSSE-16 data	
1.3.5. Skyfactor FYSA Factors: 5. Academic Integrity, 17. Critical Thinking, 22. Social Integration	2017: 5.61 2016: 5.81 ES = -0.15	LINK101 FYSA average ratings on selected items will demonstrate a significant gain when compared to previous year's FYSA (p<0.05, effect size of 0.3 or higher)	LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA	LINK101 FYSA average ratings on selected items will demonstrate no significant difference or a decrease when compared to previous year's FYSA	1.00

1.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS**: (2+2+2+1)/4=7/4=1.75

1.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
1.5.1.	LINK101 core module quiz: Leadership	LINK101 course-embedded assessment: every fall semester
1.5.2.	LINK101 Leadership SWOT analysis assignment	LINK101 course-embedded assessment: every fall semester
1.5.3.	Noel-Lovitz Student Satisfaction Inventory (SSI) items: Instructional Effectiveness, Service Excellence, Student Centeredness	Conducted in spring 2015, spring 2018, and spring 2021 to all students enrolled at Lander University
1.5.4.	National Survey of Student Engagement (NSSE) items: High Impact Practices – Internship/Field Experience, Study Abroad	Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University
1.5.5.	Skyfactor First Year Seminar Assessment (FYSA) Factors: 5. Academic Integrity, 17. Critical Thinking, 22. Social Integration	Administered to all LINK101 students at end of course: every fall semester

1.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018

(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

1.6.1. **OUTCOME 1 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

1.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: None

1.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

1.6.2. **OUTCOME 2 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. 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. Instructors were asked to use a grading rubric to evaluate the student work, but many instructors did not use the rubric.

1.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2**: None

1.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

1.6.3. **OUTCOME 3 COMMENTS**: All students on campus completed the SSI and so the data includes a large percentage of students that did not take LINK101. The outcome was partially met in that there was a statistically significant gain in SSI-18 data compared to SSI-15 data, but the effect size was considered small (less than 0.3). In subsequent years, it is hoped that with an increasingly larger proportion of LINK101 students taking the SSI, LINK101 will positively impact these numbers.

1.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3**: None

1.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

1.6.4. **OUTCOME 4 COMMENTS**: NSSE was not administered in 2017-2018.

1.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4**: None

1.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** N/A

1.6.5. **OUTCOME 5 COMMENTS:** FYSA factor ratings were lower in this first year of the LINK Program as compared to the last year that UNI101 was taught (the previous iteration of the freshman seminar course), but the difference was not statistically significant. In addition, the effect size of that difference was considered small (<0.3), even though it was a decrease in ratings.

1.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5:** $2500 per year

1.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** An Assistant Director for Enrollment and Peer Leadership (ADEPL) is requested, as peer leaders are implemented in year three of the program. The ADEPL would be responsible for recruiting, developing, and supporting peer leaders, who co-teach alongside university faculty and staff in the LINK101 classroom; complete paperwork for work-study compensation through the Office of Financial Aid; and serve as an instructor for a proposed leadership development course for the LINK101 peer leaders. In addition, the ADEPL would teach two sections of LINK101 – 1 in fall semester and 1 in spring semester, manage enrollment of all students in LINK101 sections during fall and spring semesters, and assist with fall and spring course scheduling of instructors.

1.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**
The LINK Executive Committee (ExComm) working members met on 9/26/18 to discuss this report. Assessment results were discussed at several other ExComm meetings throughout the 2017-2018 academic year. Feedback for improvement from all LINK101 instructors was solicited during the "Mid-Semester Meet" (9/26/17) and the "End-of-Semester Wrap-Up" (12/13/17), and assessment results were shared with all LINK101 instructors at the LINK Academy #1 (5/10/18-5/11/18). The expected outcomes were partially met for the following indicators of success: Leadership module quiz, Leadership SWOT analysis assignment, and the SSI-18 improvement from SSI-15. For the SSI indicator, although there was a statistically significant gain ($p<0.01$) in SSI-18 compared to SSI-15, the effect size was considered "small" (<0.3). The expected outcome was not met for the Skyfactor FYSA factors related to the Leadership program goal.

1.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Completion rates for and communication about the Leadership module quiz and the Leadership SWOT analysis will be improved by placing all students in LINK101 into the same Blackboard course and systematically assigning the same due dates to all students in all LINK101 sections, in addition to consistent communications and reminders in this environment. The Leadership module video, slides, and quiz questions will be edited for clarity and brevity to improve student scores. Instructors will be reminded how to use the grading rubric for the Leadership SWOT analysis, resulting in more consistent communication to students and grading of student work. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Leadership outcome. In addition, all Blackboard modules will be assigned for all sections on the same weeks throughout the semester. This will facilitate co-sponsoring co-curricular events with other areas on campus that coincide with these LINK101 topics, such as Student Activities, Student Clubs & Organizations, Greek

Life, and Leadership activities, such as the Lander Leadership Conference. In addition, several students will be selected to pilot our LINK101 Peer Leader program in fall 2018, in which successful Lander students will act as mentors in the LINK101 classroom. Finally, the LINK Program will begin developing a Leadership Certificate program, to include other Leadership programs on campus, such as Orientation Leaders, Presidential Ambassadors, Residence Assistants, and others, as well as academic coursework related to Leadership.

2. UNIT/PROGRAM GOAL 2: Students will become active citizens in the university community and beyond. (Involvement)

2.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 3. Robust Student Experience

2.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

2.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[2]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
2.3.1	LINK101 core module quiz: Student Handbook	41% (304/740)	At least 90% of the students who completed the module scored 70% or better	50-89% of the students who completed the module scored 70% or better	Less than 50% of the students who completed the module scored 70% or better	1.00
2.3.2	LINK101 LINKed Events Reflections	76.3%	At least 75% of the students who submit reflection assignments as required will clearly connect the events they attended with their perspective of self and their achievement of the course outcomes (average score >4) on the middle three rubric "Connection" criteria	50-74% of the students who submit reflection assignments as required will clearly connect the events they attended with their perspective of self and their achievement of the course outcomes (average score >4) on the middle three rubric "Connection" criteria	Less than 50% of the students who submit reflection assignments as required will clearly connect the events they attended with their perspective of self and their achievement of the course outcomes (average score >4) on the middle three rubric "Connection" criteria	3.00
2.3.3	SSI items: Campus Climate, Campus Life, Safety and Security	2018: 5.80 2015: 5.57 ES = 0.22 p<0.01	SSI-18 and SSI-21 average ratings on selected items will demonstrate a significant gain when compared to the SSI-15 data (p<0.05, effect size of 0.3 or higher)	SSI-18 and SSI-21 average ratings on selected items will demonstrate a gain when compared to the SSI-15 data	SSI-18 and SSI-21 average ratings on selected items will demonstrate no significant difference or a decrease when compared to the SSI-15 data	2.00

[2] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

2.3.4.	NSSE items: 2b, 14h, 14i, and High Impact Practices: Service-Learning	2019 & 2022 only	NSSE-19 and NSSE-22 data will demonstrate a significant between-groups gain compared to the NSSE-13 or NSSE-16 data (p<0.05, effect size of 0.3 or higher)	NSSE-19 and NSSE-22 data will demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data	NSSE-19 and NSSE-22 data will not demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data	Outcome 4: Score.
2.3.5.	Skyfactor FYSA Factors: 10. Campus Policies, 20. Co-curricular Engagement	2017: 5.39 2016: 5.65 ES = -0.18	LINK101 FYSA average ratings on selected items will demonstrate a significant gain when compared to previous year's FYSA (p<0.05, effect size of 0.3 or higher)	LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA	LINK101 FYSA average ratings on selected items will demonstrate no significant difference or a decrease when compared to previous year's FYSA	1.00

2.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS**: 1.75

2.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
2.5.1.	LINK101 core module quiz: Student Handbook	LINK101 course-embedded assessment: every fall semester
2.5.2.	LINK101 LINKed Events Reflections	LINK101 course-embedded assessment: every fall semester
2.5.3.	Noel-Lovitz Student Satisfaction Inventory (SSI) items: Campus Climate, Campus Life, Safety and Security	Conducted in spring 2015, spring 2018, and spring 2021 to all students enrolled at Lander University
2.5.4.	National Survey of Student Engagement (NSSE) items: 2b, 14h, 14i, and High Impact Practices: Service-Learning	Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University
2.5.5.	Skyfactor First Year Seminar Assessment (FYSA) Factors: 10. Campus Policies, 20. Co-curricular Engagement	Administered to all LINK101 students at end of course: every fall semester

2.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

2.6.1. **OUTCOME 1 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

2.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: None

2.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

2.6.2. **OUTCOME 2 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students attended 8 “LINK-Approved” events/activities throughout the semester and were required to complete 8 “LINKed Events Reflection” essays. A document containing assignment guidelines and the grading rubric were provided to students on Blackboard. In class, instructors were expected to go over the guidelines, rubric, and how to submit the reflections using Blackboard. Many students did not complete all 8 reflections and several instructors did not require all 8 reflections. Instructors were asked to use a grading rubric to evaluate the student work, and instructor training in using the rubric was provided at the “LINK Mid-Semester Meet” (9/26/17) and a training video was provided, but many instructors did not use the rubric. Rubric data analysis was conducted by the LINK Program Assessment Committee during spring 2018. As a sampling method, rubric analysis data for reflections #2, #4, and #6, only from sections whose instructors indicated that they used the grading rubric, were collected for the purpose of this assessment.

2.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2**: None

2.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

2.6.3. **OUTCOME 3 COMMENTS**: All students on campus completed the SSI and so the data includes a large percentage of students that did not take LINK101. The outcome was partially met in that there was a statistically significant gain in SSI-18 data compared to SSI-15 data, but the effect size was considered small (less than 0.3). It is notable that this number was 0.22, which is close to 0.3, indicating a small, but sizable impact. In subsequent years, it is hoped that with an increasingly larger proportion of LINK101 students taking the SSI, LINK101 will positively impact these numbers.

2.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3**: None

2.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** N/A

2.6.4. **OUTCOME 4 COMMENTS:** NSSE was not administered in 2017-2018.

2.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4:** None

2.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** N/A

2.6.5. **OUTCOME 5 COMMENTS:** FYSA factor ratings were lower in this first year of the LINK Program as compared to the last year that UNI101 was taught (the previous iteration of the freshman seminar course), but the difference was not statistically significant. In addition, the effect size of that difference was considered small (<0.3), even though it was a decrease in ratings.

2.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5:** $2500 per year

2.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** An Assistant Director for Campus Partnerships (ADCP) is requested. The ADCP would be responsible for the LINK Program's campus partnerships and co-curricular engagement – developing curriculum and training materials related to campus resources; managing the approval process for "LINK-approved" events; providing timely feedback based on assessment data from co-curricular programming; maintaining daily contact with students and instructors, in order to coordinate events; and lending support to the LINK101 peer leader program. In addition, the ADCP would teach two sections of LINK101 – 1 in fall semester and 1 in spring semester.

2.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**
The LINK Executive Committee (ExComm) working members met on 9/26/18 to discuss this report. Assessment results were discussed at several other ExComm meetings throughout the 2017-2018 academic year. Feedback for improvement from all LINK101 instructors was solicited during the "Mid-Semester Meet" (9/26/17) and the "End-of-Semester Wrap-Up" (12/13/17), and assessment results were shared with all LINK101 instructors at the LINK Academy #1 (5/10/18-5/11/18). The expected outcome was met for the LINK101 LINKed Events Reflections, as 76.3% of students clearly connected the events they attended with their perspective of self and their achievement of the course outcomes. The expected outcome was partially met for SSI-18 improvement from SSI-15. For the SSI indicator, although there was a statistically significant gain ($p<0.01$) in SSI-18 compared to SSI-15, the effect size was considered "small" (<0.3). The expected outcomes were not met for the Student Handbook module quiz or the Skyfactor FYSA factors related to the Involvement program goal.

2.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Completion rates for and communication about the Student Handbook module quiz and the LINKed Events Reflections will be improved by placing all students in LINK101 into the same Blackboard course and systematically assigning the same due dates to all students in all LINK101 sections, in addition to consistent communications and reminders in this environment. The Student

Handbook module video, slides, and quiz questions will be edited for clarity and brevity to improve student scores. Student compliance with completing LINKed Events Reflections will be improved by reducing the number of reflections required to two, although the program emphasis on Involvement will not be diminished as attendance at 8 events will still be required. In addition, training for instructors on using the rubrics and the importance of completing the rubrics online for assessment purposes will continue. Instructors will also be required to meet face-to-face with students during a midterm interview to discuss feedback from their first reflection assignment. It is hoped that students will take this feedback to improve in the final reflection. Assessment data for the next collection cycle will be collected from the final reflection only, representing the students' best and most representive work. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Involvement outcome. In addition, all Blackboard modules will be assigned for all sections on the same weeks throughout the semester. This will facilitate co-sponsoring co-curricular events with other areas on campus that coincide with these LINK101 topics, such as Student Activities, Athletics, and Student Conduct.

3. UNIT/PROGRAM GOAL 3: Students will build strong, positive networks within the university community. (Networking)

3.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 3. Robust Student Experience

3.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

3.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[3]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
3.3.1	LINK101 core module quiz: Career Services	**76% (545/720)**	At least 90% of the students who completed the module scored 70% or better	**50-89% of the students who completed the module scored 70% or better**	Less than 50% of the students who completed the module scored 70% or better	2.00
3.3.2	LINK101 core module quiz: Financial Literacy	**58% (418/723)**	At least 90% of the students who completed the module scored 70% or better	**50-89% of the students who completed the module scored 70% or better**	Less than 50% of the students who completed the module scored 70% or better	2.00
3.3.3	LINK101 core module quiz: The Healthy Student	**80% (592/738)**	At least 90% of the students who completed the module scored 70% or better	**50-89% of the students who completed the module scored 70% or better**	Less than 50% of the students who completed the module scored 70% or better	2.00
3.3.4	SSI items: Concern for the Individual, Responsiveness to Diverse Populations	**2018: 5.87 2015: 5.69 ES = 0.17**	SSI-18 and SSI-21 average ratings on selected items will demonstrate a significant gain when compared to the SSI-15 data ($p<0.05$, effect size of 0.3 or higher)	**SSI-18 and SSI-21 average ratings on selected items will demonstrate a <u>gain</u> when compared to the SSI-15 data**	SSI-18 and SSI-21 average ratings on selected items will demonstrate no significant difference or a decrease when compared to the SSI-15 data	2.00
3.3.5	NSSE items: 2c-e, 3, 8, 13a-d, 14d and High Impact Practices: Research with Faculty	**2019 & 2022 only**	NSSE-19 and NSSE-22 data will demonstrate a significant between-groups gain compared to the NSSE-13 or NSSE-16 data ($p<0.05$, effect size of 0.3 or higher)	NSSE-19 and NSSE-22 data will demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data	NSSE-19 and NSSE-22 data will not demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data	Outcome 5: Score.

[3] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

3.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS**: (2+2+2+2+1)/5=9/5=1.8

3.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
3.5.1.	LINK101 core module quiz: Career Services	LINK101 course-embedded assessment: every fall semester
3.5.2.	LINK101 core module quiz: Financial Literacy	LINK101 course-embedded assessment: every fall semester
3.5.3.	LINK101 core module quiz: The Healthy Student	LINK101 course-embedded assessment: every fall semester
3.5.4.	Noel-Lovitz Student Satisfaction Inventory (SSI) items: Concern for the Individual, Responsiveness to Diverse Populations	Conducted in spring 2015, spring 2018, and spring 2021 to all students enrolled at Lander University
3.5.5.	National Survey of Student Engagement (NSSE) items: 2c-e, 3, 8, 13a-d, 14d and High Impact Practices: Research with Faculty	Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

3.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

3.6.1. **OUTCOME 1 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

3.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: None

3.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

3.6.2. **Outcome 2 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

3.6.2.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 2:** None

3.6.2.2. **Explanation of how resources will be used:** N/A

3.6.3. **Outcome 3 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

3.6.3.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 3:** None

3.6.3.2. **Explanation of how resources will be used:** N/A

3.6.4. **Outcome 4 Comments:** All students on campus completed the SSI and so the data includes a large percentage of students that did not take LINK101. The outcome was partially met in that there was a gain in SSI-18 data compared to SSI-15 data, but it was not statistically significant and the effect size was considered small (less than 0.3). In subsequent years, it is hoped that with an increasingly larger proportion of LINK101 students taking the SSI, LINK101 will positively impact these numbers.

3.6.4.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 4:** None

3.6.4.2. **Explanation of how resources will be used:** N/A

3.6.5. **Outcome 5 Comments:** NSSE was not administered in 2017-2018.

3.6.5.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 5:** None

3.6.5.2. **Explanation of how resources will be used:** N/A

3.7. **Summary Comments for Outcomes 1-5:**

The LINK Executive Committee (ExComm) working members met on 9/26/18 to discuss this report. Assessment results were discussed at several other ExComm meetings throughout the 2017-2018 academic year. Feedback for improvement from all LINK101 instructors was solicited during the “Mid-Semester Meet” (9/26/17) and the “End-of-Semester Wrap-Up” (12/13/17), and assessment results were shared with all LINK101 instructors at the LINK Academy #1 (5/10/18-5/11/18). The expected outcomes were partially met for the LINK101 core module quizzes (Career Services, Financial Literacy, and The Healthy Student). The expected outcome was also partially met for SSI-18 improvement from SSI-15. For the SSI indicator, although there was a gain in SSI-18 compared to SSI-15, it was not statistically significant and the effect size was considered “small” (<0.3). The expected outcome was not met for the Skyfactor FYSA factors related to the Networking program goal.

3.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Completion rates for and communication about the Career Services, Financial Literacy, and The Healthy Student module quizzes will be improved by placing all students in LINK101 into the same Blackboard course and systematically assigning the same due dates to all students in all LINK101 sections, in addition to consistent communications and reminders in this environment. The module videos, slides, and quiz questions will be edited for clarity and brevity to improve student scores. The Program will foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Networking outcome. In addition, all Blackboard modules will be assigned for all sections on the same weeks throughout the semester. This will facilitate co-sponsoring co-curricular events with other areas on campus that coincide with these LINK101 topics, such as the Wellness Center, Career Services, and Financial Aid.

4. UNIT/PROGRAM GOAL 4: Students will learn how to be successful in college and life. (Knowledge)

4.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 1. High Demand, Market-Driven Programs

4.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

4.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[4]

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
4.3.1. LINK101 core module quiz: Blackboard/ITS	92% (681/742)	At least 90% of the students who completed the module scored 70% or better	50-89% of the students who completed the module scored 70% or better.	Less than 50% of the students who completed the module scored 70% or better.	3.00
4.3.2 LINK101 core module quiz: Academic Success	69% (507/737)	At least 90% of the students who completed the module scored 70% or better.	50-89% of the students who completed the module scored 70% or better.	Less than 50% of the students who completed the module scored 70% or better.	2.00
4.3.3 LINK101 course post-test: WDYK LINK Test #2	81% (554/682)	At least 90% of the students who completed the post-test scored 70% or better.	50-89% of the students who completed the post-test scored 70% or better.	Less than 50% of the students who completed the post-test scored 70% or better.	2.00
4.3.4. LINK101 course pre-test to post-test improvement	AVE Gain = 26.1 ($p<0.01$, ES=1.42)	Students completing both WDYK LINK tests significantly improved from the pre- to the post-test ($p<0.05$, effect size of 0.3 or higher)	Students completing both WDYK LINK tests improved from the pre- to the post-test	Students completing both WDYK LINK tests did not improve from the pre- to the post-test	3.00

[4] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

4.3.5.	SSI items: Academic Advising, Campus Support Services	2018: 5.88 2015: 5.66 ES = 0.21 p<0.05	SSI-18 and SSI-21 average ratings on selected items will demonstrate a significant gain when compared to the SSI-15 data (p<0.05, effect size of 0.3 or higher)	SSI-18 and SSI-21 average ratings on selected items will demonstrate a gain when compared to the SSI-15 data.	SSI-18 and SSI-21 average ratings on selected items will demonstrate no significant difference or a decrease when compared to the SSI-15 data.	2.00

4.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS**: (3+2+2+3+2+1)/6=13/6=2.17

4.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
4.5.1.	LINK101 core module quiz: Blackboard/ITS	LINK101 course-embedded assessment: every fall semester
4.5.2.	LINK101 core module quiz: Academic Success	LINK101 course-embedded assessment: every fall semester
4.5.3.	LINK101 course post-test: WDYK LINK Test #2	LINK101 course-embedded assessment: every fall semester
4.5.4.	LINK101 course pre-test to post-test improvement	LINK101 course-embedded assessment: every fall semester
4.5.5.	Noel-Lovitz Student Satisfaction Inventory (SSI) items: Academic Advising, Campus Support Services	Conducted in spring 2015, spring 2018, and spring 2021 to all students enrolled at Lander University

4.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

4.6.1. **OUTCOME 1 COMMENTS:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

4.6.1.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 1:** None

4.6.1.2. **Explanation of how resources will be used:** N/A

4.6.2. **Outcome 2 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard.

4.6.2.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 2:** None

4.6.2.2. **Explanation of how resources will be used:** N/A

4.6.3. **Outcome 3 Comments:** Students completed the "What Do You Know" (WDYK) LINK Test #2 at the end of the semester as a course post-test. 81% of the students that completed the WDYK LINK Test #2 scored 70% or better on this assessment. This partially met our expected outcome - 50-89% of students would reach this level of achievement. Revision of module content and quiz questions for brevity and clarity should improve scores for next year.

4.6.3.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 3:** None

4.6.3.2. **Explanation of how resources will be used:** N/A

4.6.4. **Outcome 4 Comments:** Gains from pre-test scores (WDYK LINK Test #1) to post-test scores (WDYK LINK Test #2) were measured and there was statistically significant improvement ($p<0.01$) of an average gain of 26.1 points. The effect size of this gain ($ES=1.42$) is considered "large" ($ES>0.8$). The Program met the expected outcome according to this indicator of success.

4.6.4.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 4:** None

4.6.4.2. **Explanation of how resources will be used:** N/A

4.6.5. **Outcome 5 Comments:** All students on campus completed the SSI and so the data includes a large percentage of students that did not take LINK101. The outcome was partially met in that there was a statistically significant gain in SSI-18 data compared to SSI-15 data ($p<0.05$), but the effect size was considered small (less than 0.3). It is notable that this number was 0.21, which is close to 0.3, indicating a small, but sizable impact. In subsequent years, it is hoped that with an increasingly larger proportion of LINK101 students taking the SSI, LINK101 will positively impact these numbers.

4.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5**: None

4.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

4.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**

The LINK Executive Committee (ExComm) working members met on 9/26/18 to discuss this report. Assessment results were discussed at several other ExComm meetings throughout the 2017-2018 academic year. Feedback for improvement from all LINK101 instructors was solicited during the "Mid-Semester Meet" (9/26/17) and the "End-of-Semester Wrap-Up" (12/13/17), and assessment results were shared with all LINK101 instructors at the LINK Academy #1 (5/10/18-5/11/18). Expected outcomes were met for the Blackboard/ITS core module quiz as 92% of all students that completed the quiz scored 70% or better. Expected outcomes were also met for the student improvement between the course pre-test and post-test. The improvement was considered "large" (ES>0.8) and statistically significant ($p<0.01$), indicating student gains in learning were considerable. The expected outcome was partially met for the LINK101 Academic Success core module quiz and the WDYK LINK Test #2 scores. The expected outcome was also partially met for SSI-18 improvement from SSI-15. For the SSI indicator, although there was a statistically significant gain in SSI-18 compared to SSI-15 ($p<0.05$), the effect size was considered "small" (ES<0.3). The expected outcome was not met for the Skyfactor FYSA factors related to the Knowledge program goal.

4.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5**: Completion rates for and communication about the Blackboard/ITS and Academic Success module quizzes and the "What Do You Know" (WDYK) LINK Tests #1 (course pre-test) and #2 (course post-test) will be improved by placing all students in LINK101 into the same Blackboard course and systematically assigning the same due dates to all students in all LINK101 sections, in addition to consistent communications and reminders in this environment. The Blackboard/ITS and Academic Success module videos, slides, and quiz questions will be edited for clarity and brevity to improve student scores. The Blackboard/ITS module video will include specific training in the new Blackboard Core course and will be assigned as the first module in the course to emphasize its importance. The WDYK LINK Tests will be updated to reflect all content and question changes from the modules. The Program will foster a stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Knowledge outcome. For example, LINK will partner with the Academic Success Center, by co-sponsoring academic skills workshops that will coincide with the week the Academic Success module is assigned in the course, which should improve scores in this content area. In addition, all Blackboard modules will be assigned for all sections on the same weeks throughout the semester. This will facilitate co-sponsoring co-curricular events with other areas on campus that coincide with these LINK101 topics, such as the Academic Success Center and ITS/TRACS.

5. UNIT/PROGRAM GOAL 5: Students completing the LINK101 course will have improved academic success and retention rates.

5.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 2. Selective, Competetive Recruitment and Enrollment of Ambitious and Talented Students

5.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

5.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[5]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
5.3.1	Overall retention rate for all students who pass LINK101 (first to second year)	2018: 71%	Overall retention rate is significantly higher than the previous year (p<0.05, effect size of 0.3 or higher)	Overall retention rate is higher than the previous year	Overall retention rate is lower than the previous year	Outcome 1: Score.
5.3.2	Retention rates for students who earn an A or B in LINK101 (first to second year) – “ambitious and talented students”	2018: 82%	Retention rate for students who earn an A or B in LINK101 is significantly higher than the previous year (p<0.05, effect size of 0.3 or higher)	Retention rate for students who earn an A or B in LINK101 is higher than the previous year	Retention rate for students who earn an A or B in LINK101 is lower than the previous year	Outcome 2: Score.
5.3.3	Average GPA of students at end of first year who passed LINK101	2018: 2.34	Average GPA of students who pass LINK101 is significantly higher than the previous year (p<0.05, effect size of 0.3 or higher)	Average GPA of students who pass LINK101 is higher than the previous year	Average GPA of students who pass LINK101 is lower than the previous year	Outcome 3: Score.
5.3.4.	Average GPA of students at end of first year who earn an A or B in LINK101 – “ambitious and talented students”	2018: 2.90	Average GPA of students who earn an A or B in LINK101 is significantly higher than the previous year (p<0.05, effect size of 0.3 or higher)	Average GPA of students who earn an A or B in LINK101 is higher than the previous year	Average GPA of students who earn an A or B in LINK101 is lower than the previous year	Outcome 4: Score.

[5] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

5.3.5.	SSI item: Recruitment and Financial Aid, Registration Effectiveness	2018: 5.76 2015: 5.68 ES = 0.08	SSI-18 and SSI-21 average ratings on selected items will demonstrate a significant gain when compared to the SSI-15 data ($p<0.05$, effect size of 0.3 or higher)	SSI-18 and SSI-21 average ratings on selected items will demonstrate a gain when compared to the SSI-15 data.	SSI-18 and SSI-21 average ratings on selected items will demonstrate no significant difference or a decrease when compared to the SSI-15 data.	1.00

5.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS**: (1+1)/2=2/2=1.00

5.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
5.5.1.	Overall retention rate for all students who pass LINK101 (first to second year)	Annually after fall drop/add is complete
5.5.2.	Retention rates for students who earn an A or B in LINK101 (first to second year) – "ambitious and talented students"	Annually after fall drop/add is complete
5.5.3.	Average GPA of students at end of first year who passed LINK101	Annually after spring final grades are submitted
5.5.4.	Average GPA of students at end of first year who earn an A or B in LINK101 – "ambitious and talented students"	Annually after spring final grades are submitted
5.5.5.	Noel-Lovitz Student Satisfaction Inventory (SSI) items: Recruitment and Financial Aid, Registration Effectiveness	Conducted in spring 2015, spring 2018, and spring 2021 to all students enrolled at Lander University

5.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES –** Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

5.6.1. **OUTCOME 1 COMMENTS**: This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Retention rate from fall 2017 to 2018 in this first year was 71%, above the average retention rate at Lander University for the same time period, around 63%.

5.6.1.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 1:** None

5.6.1.2. **Explanation of how resources will be used:** N/A

5.6.2. **Outcome 2 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Retention rate for "ambitious and talented" students (making an A or B in LINK101) from fall 2017 to 2018 in this first year was 82%, above the average retention rate at Lander University for the same time period, around 63%.

5.6.2.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 2:** None

5.6.2.2. **Explanation of how resources will be used:** N/A

5.6.3. **Outcome 3 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Average GPA at the end of their freshman year of students who passed LINK101 was 2.34.

5.6.3.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 3:** None

5.6.3.2. **Explanation of how resources will be used:** N/A

5.6.4. **Outcome 4 Comments:** This is the first year of this Program and the first year that this outcome was assessed. Data should be considered as a baseline for improvement in subsequent years. Average GPA at the end of their freshman year of "ambitious and talented" students (making an A or B in LINK101) was 2.90.

5.6.4.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 4:** None

5.6.4.2. **Explanation of how resources will be used:** N/A

5.6.5. **Outcome 5 Comments:** All students on campus completed the SSI and so the data includes a large percentage of students that did not take LINK101. The outcome was not met in that there was no statistically significant difference in SSI-18 data compared to SSI-15 data, and the effect size was considered small (less than 0.3). In subsequent years, it is hoped that with an increasingly larger proportion of LINK101 students taking the SSI, LINK101 will positively impact these numbers.

5.6.5.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 5:** None

5.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** N/A

5.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**
The LINK Executive Committee (ExComm) working members met on 9/26/18 to discuss this report. Assessment results were discussed at several other ExComm meetings throughout the 2017-2018 academic year. Feedback for improvement from all LINK101 instructors was solicited during the "Mid-Semester Meet" (9/26/17) and the "End-of-Semester Wrap-Up" (12/13/17), and assessment results were shared with all LINK101 instructors at the LINK Academy #1 (5/10/18-5/11/18).

5.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Several of the indicators of success for this outcome will not be valid until data is gathered from year two of the program (2018) and compared to year one (2017). However, retention rates higher than the university average, especially for "ambitious and talented" students who earned an A or B in LINK101, are a good indicator that this program is making a positive impact. In addition, several retention initiatives will be implemented next year to enhance retention and success of students in LINK101. Although LINK101 has no direct impact on recruitment of potential students or registration effectiveness, we chose these items in the SSI to monitor for an impact by this program. The LINK Program will continue to have a presence at Lander Open Houses and the Lander website, in order to impact recruitment of "ambitious and talented" students. In conjunction with the Academic Success Center, LINK101 instructors will be asked to assist with a freshman registration event in fall 2018. Instructors will be asked to assist students with navigating MyLander by looking up classes, completing the add course worksheet, registering for classes, and helping the student to troubleshoot when they cannot get the classes they would like. Many LINK101 instructors already spend class time assisting students in navigating MyLander as preparation for their registration for classes. It has been suggested that LINK101 instructors would make good secondary advisors to freshmen, in partnership with the first-year advisors. LINK101 instructors in the Nursing cluster may pilot this system in the fall 2018 semester. Finally, in the analysis report provided by Skyfactor, it was suggested that improving the factor "Usefulness of Course Materials" (which was mapped to this Unit/Program Goal) would make the greatest impact on ratings if improved for the subsequent year. The ExComm determined that providing students with a planner including custom pages with relevant information for Lander freshmen in LINK101 would make an impact on student perception of "Usefulness of Course Materials". Planners purchased and distributed to freshmen at an opening assembly on 8/17/18 called "First Class LINK101".

6. UNIT/PROGRAM GOAL 6: continued from Unit/Program Goal #3

6.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** Choose a Pillar

6.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Click here to enter Timeframe (Fall 2017, Academic Year 2017-2018, etc.)

6.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[6]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
6.3.1	Skyfactor FYSA Factors: 7. Diverse Interactions, 9. Major/Career Choice, 11. Money Management, 12. Wellness, 18. Connections with Faculty, 19. Connections with Peers	2017: 5.46 2016: 5.72 ES = -0.18	LINK101 FYSA average ratings on selected items will demonstrate a significant gain when compared to previous year's FYSA ($p<0.05$, effect size of 0.3 or higher)	LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA	LINK101 FYSA average ratings on selected items will demonstrate no significant difference or a decrease when compared to previous year's FYSA	1.00
6.3.2	Outcome 2: click here to enter Indicator of Success/Student Learning Outcome 2.	Click here to enter Outcome 2 Summary Data.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 2: Score.

[6] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

6.3.3	Outcome 3: click here to enter Indicator of Success/Student Learning Outcome 3.	Click here to enter Outcome 3 Summary Data.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 3: Score.
6.3.4	Outcome 4: click here to enter Indicator of Success/Student Learning Outcome 4.	Click here to enter Outcome 4 Summary Data.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 4: Score.
6.3.5	Outcome 5: click here to enter Indicator of Success/Student Learning Outcome 5.	Click here to enter Outcome 5 Summary Data.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 5: Score.

6.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS:** Click here to add an average score (i.e.: Outcome 1 Score = 3 + Outcome Score 2 = 1 + Outcome 3 Score = 1 + Outcome 4 Score = 2 + Outcome 5 Score = 3. Total of Outcome Scores 1 – 5 = 10 ÷ 5 Total Outcomes = 2.00.)

6.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
6.5.1.	Skyfactor First Year Seminar Assessment (FYSA) Factors: 7. Diverse Interactions, 9. Major/Career Choice, 11. Money Management, 12. Wellness, 18. Connections with Faculty, 19. Connections with Peers	Administered to all LINK101 students at end of course: every fall semester
6.5.2.	Outcome 2: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 2.	Outcome 2: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 2.
6.5.3.	Outcome 3: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 3.	Outcome 3: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 3.
6.5.4.	Outcome 4: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 4.	Outcome 4: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 4.
6.5.5.	Outcome 5: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 5.	Outcome 5: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 5.

6.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

6.6.1. **OUTCOME 1 COMMENTS**: FYSA factor ratings were lower in this first year of the LINK Program as compared to the last year that UNI101 was taught (the previous iteration of the freshman seminar course), but the difference was not statistically significant. In addition, the effect size of that difference was considered small (<0.3), even though it was a decrease in ratings.

6.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: $2500 per year

6.6.1.2. **Explanation of how resources will be used:** An Assistant Director for Instructor Development (ADID) is requested. The ADID would be responsible for coordinating continuous training and development opportunities for all LINK101 instructors – including the LINK Academies, syllabus preparation, and other LINK workshops; managing human resources and paperwork for instructors; and managing classroom observations and course evaluation processes. In addition, the ADID would teach two sections of LINK101 – 1 in fall semester and 1 in spring semester.

6.6.2. **Outcome 2 Comments:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

6.6.2.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 2:** Click here to enter dollar amount/other resources required.

6.6.2.2. **Explanation of how resources will be used:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

6.6.3. **Outcome 3 Comments:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

6.6.3.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 3:** Click here to enter dollar amount/other resources required.

6.6.3.2. **Explanation of how resources will be used:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

6.6.4. **Outcome 4 Comments:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

6.6.4.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 4:** Click here to enter dollar amount/other resources required.

6.6.4.2. **Explanation of how resources will be used:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

6.6.5. **OUTCOME 5 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

6.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5:** Click here to enter dollar amount/other resources required.

6.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

6.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**
See Unit/Program Goal #3

6.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5**: See Unit/Program Goal #3

7. UNIT/PROGRAM GOAL 7: continued from Unit/Program Goal #4

7.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** Choose a Pillar

7.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Click here to enter Timeframe (Fall 2017, Academic Year 2017-2018, etc.)

7.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[7]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
7.3.1.	NSSE items: 1, 2a, 2f-g, 9, 14b-c and High Impact Practices: Learning Community	2019 & 2022 only	NSSE-19 and NSSE-22 data will demonstrate a significant between-groups gain compared to the NSSE-13 or NSSE-16 data ($p<0.05$, effect size of 0.3 or higher)	NSSE-19 and NSSE-22 data will demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data.	NSSE-19 and NSSE-22 data will not demonstrate a between-groups gain compared to the NSSE-13 or NSSE-16 data.	Outcome 1: Score.
7.3.2	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	2017: 5.38 2016: 5.55 ES = -0.12	LINK101 FYSA average ratings on selected items will demonstrate a significant gain when compared to previous year's FYSA ($p<0.05$, effect size of 0.3 or higher)	LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA	LINK101 FYSA average ratings on selected items will demonstrate no significant difference or a decrease when compared to previous year's FYSA	1.00
7.3.3	Outcome 3: click here to enter Indicator of Success/Student Learning Outcome 3.	Click here to enter Outcome 3 Summary Data.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a	Outcome 3: Score.

[7] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

			level of attainment which “Meets” the expectations of the unit/program.	level of attainment which “Partially Meets” the expectations of the unit/program.	level of attainment which “Does Not Meet” the expectations of the unit/program.	
7.3.4.	Outcome 4: click here to enter Indicator of Success/Student Learning Outcome 4.	Click here to enter Outcome 4 Summary Data.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which “Meets” the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which “Partially Meets” the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which “Does Not Meet” the expectations of the unit/program.	Outcome 4: Score.
7.3.5.	Outcome 5: click here to enter Indicator of Success/Student Learning Outcome 5.	Click here to enter Outcome 5 Summary Data.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which “Meets” the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which “Partially Meets” the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which “Does Not Meet” the expectations of the unit/program.	Outcome 5: Score.

7.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS:** Click here to add an average score (i.e.: Outcome 1 Score = 3 + Outcome Score 2 = 1 + Outcome 3 Score = 1 + Outcome 4 Score = 2 + Outcome 5 Score = 3. Total of Outcome Scores 1 – 5 = 10 ÷ 5 Total Outcomes = 2.00.)

7.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment

7.5.1.	National Survey of Student Engagement (NSSE) items: 1, 2a, 2f-g, 9, 14b-c and High Impact Practices: Learning Community	Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University
7.5.2.	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	Administered to all LINK101 students at end of course: every fall semester
7.5.3.	Outcome 3: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 3.	Outcome 3: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 3.
7.5.4.	Outcome 4: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 4.	Outcome 4: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 4.
7.5.5.	Outcome 5: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 5.	Outcome 5: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 5.

7.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES –** Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

7.6.1. **OUTCOME 1 COMMENTS**: NSSE was not administered in 2017-2018.

7.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: None

7.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED**: N/A

7.6.2. **OUTCOME 2 COMMENTS**: FYSA factor ratings were lower in this first year of the LINK Program as compared to the last year that UNI101 was taught (the previous iteration of the freshman seminar course), but the difference was not statistically significant. In addition, the effect size of that difference was considered small (<0.3), even though it was a decrease in ratings.

7.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2**: $2500 per year

7.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** An Assistant Director for Technology & Assessment (ADTA) is requested, to maintain teaching and learning technology as well as collection of assessment data. The ADTA would be responsible for building, modifying, and maintaining information technology and resources, such as Blackboard, used in LINK101; overseeing the development and production of LINK101's instructor guide and class activity resources; collecting assessment data from online modules, as well as discipline-specific assessments; maintaining the LINK Program's social media accounts (ex. Facebook, Twitter, etc.); and developing reports for internal and external reporting. In addition, the ADTA would teach two sections of LINK101 – 1 in fall semester and 1 in spring semester.

7.6.3. **OUTCOME 3 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

7.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3:** Click here to enter dollar amount/other resources required.

7.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

7.6.4. **OUTCOME 4 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

7.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4:** Click here to enter dollar amount/other resources required.

7.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

7.6.5. **OUTCOME 5 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

7.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5:** Click here to enter dollar amount/other resources required.

7.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

7.7. **SUMMARY COMMENTS FOR OUTCOMES 1-5:**
See Unit/Program Goal #4

7.8. **CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5**: See Unit/Program Goal #4

8. UNIT/PROGRAM GOAL 8: continued from Unit/Program Goal #5

8.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** Choose a Pillar

8.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Click here to enter Timeframe (Fall 2017, Academic Year 2017-2018, etc.)

8.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES**[8]

	Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
8.3.1	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	2017: 5.12 2016: 5.34 ES = -0.14	LINK101 FYSA average ratings on selected items will demonstrate a significant gain when compared to previous year's FYSA ($p<0.05$, effect size of 0.3 or higher)	LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA	LINK101 FYSA average ratings on selected items will demonstrate no significant difference or a decrease when compared to previous year's FYSA	1.00
8.3.2	Outcome 2: click here to enter Indicator of Success/Student Learning Outcome 2.	Click here to enter Outcome 2 Summary Data.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 2: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 2 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 2: Score.

[8] Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

8.3.3	Outcome 3: click here to enter Indicator of Success/Student Learning Outcome 3.	Click here to enter Outcome 3 Summary Data.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 3: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 3 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 3: Score.
8.3.4	Outcome 4: click here to enter Indicator of Success/Student Learning Outcome 4.	Click here to enter Outcome 4 Summary Data.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 4: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 4 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 4: Score.
8.3.5	Outcome 5: click here to enter Indicator of Success/Student Learning Outcome 5.	Click here to enter Outcome 5 Summary Data.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Meets" the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Partially Meets" the expectations of the unit/program.	Outcome 5: click here to enter a specific and measurable outcome for Indicator of Success/Student Learning Outcome 5 (i.e.: a score, a range of scores) describing a level of attainment which "Does Not Meet" the expectations of the unit/program.	Outcome 5: Score.

8.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS:** Click here to add an average score (i.e.: Outcome 1 Score = 3 + Outcome Score 2 = 1 + Outcome 3 Score = 1 + Outcome 4 Score = 2 + Outcome 5 Score = 3. Total of Outcome Scores 1 – 5 = 10 ÷ 5 Total Outcomes = 2.00.)

8.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
8.5.1.	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	Administered to all LINK101 students at end of course: every fall semester
8.5.2.	Outcome 2: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 2.	Outcome 2: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 2.
8.5.3.	Outcome 3: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 3.	Outcome 3: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 3.
8.5.4.	Outcome 4: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 4.	Outcome 4: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 4.
8.5.5.	Outcome 5: click here to enter the assessment instrument used for Indicator of Success/Student Learning Outcome 5.	Outcome 5: click here to enter the frequency of assessment for Indicator of Success/Student Learning Outcome 5.

8.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES** – Date Reviewed: 9/26/2018
(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT)**:**

8.6.1. **OUTCOME 1 COMMENTS**: FYSA factor ratings were lower in this first year of the LINK Program as compared to the last year that UNI101 was taught (the previous iteration of the freshman seminar course), but the difference was not statistically significant. In addition, the effect size of that difference was considered small (<0.3), even though it was a decrease in ratings.

8.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1**: Student Fee = $100/student

8.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** It is recommended that a LINK fee be instituted for all incoming freshmen taking LINK101 to make the program self-sustainable. It is estimated that a fee of $100 per student taking LINK101 would fully fund the program based on expenditures in year one. This would not include the additional requests for funding in this report.

8.6.2. **OUTCOME 2 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

8.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2:** Click here to enter dollar amount/other resources required.

8.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

8.6.3. **OUTCOME 3 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

8.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3:** Click here to enter dollar amount/other resources required.

8.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

8.6.4. **OUTCOME 4 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

8.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4:** Click here to enter dollar amount/other resources required.

8.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

8.6.5. **OUTCOME 5 COMMENTS:** Click here to enter a discussion of the assessment results and actions taken to improve the unit/program based on an analysis of assessment data.

8.6.5.1. **Additional Resources Required to Achieve or Sustain Results for Indicator of Success 5:** Click here to enter dollar amount/other resources required.

8.6.5.2. **Explanation of how resources will be used:** Click here to enter explanation of how the resources will be used to achieve or sustain results.

8.7. **Summary Comments for Outcomes 1-5:**
See Unit/Program Goal #5

8.8. **Changes made/proposed to program as a result of Outcomes 1-5**: See Unit/Program Goal #5