

**Annual Report on the Measurement of Student Learning Outcomes
For Ongoing Program Improvement**

**College of Health and Human Services
Dr. Earlie Washington, Dean
August 1, 2007**

Contents

3. Memorandum from the dean to the provost, answering three questions.

Begins on the following page. Addresses departments/schools in the following order for questions (a) and (b): Blindness and Low Vision Studies, Interdisciplinary Health Studies, Bronson School of Nursing, Occupational Therapy, Physician Assistant, School of Social Work, and Speech Pathology and Audiology. Question (c) is addressed following the Speech Pathology and Audiology department.

2. Memoranda from chairs of departments/units submitting assessment reports to the dean, answering three questions.

Each department's memoranda follows the dean's memorandum in the following order: Blindness and Low Vision Studies, Interdisciplinary Health Studies, Bronson School of Nursing, Occupational Therapy, Physician Assistant, School of Social Work, and Speech Pathology and Audiology.

1. Assessment impact report from each department.

Assessment impact report for each department/school follows each department's memo in the following order: Blindness and Low Vision Studies, Interdisciplinary Health Studies, Bronson School of Nursing, Occupational Therapy, Physician Assistant, School of Social Work, and Speech Pathology and Audiology.

Blindness and Low Vision Studies

a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*

- The Blindness and Low Vision Studies department has just recently finalized their assessment plan. The plan is to be implemented starting this fall.
- The plan is based on student outcomes that comply with each program's accreditation requirements.

b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:

- i. Full implementation of assessment plans
- ii. Use of assessment data to improve programs

- The department will need to implement the assessment plan beginning this fall.
- As part of a larger college-wide initiative, the department may use the college central office staff to assist in surveying graduates and their employers. Under the department's plan, this survey is scheduled for every two years.

Interdisciplinary Health Studies Ph.D.

a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*

- The IHS program presents a strong assessment plan. All ten outcomes are linked directly to courses and comprehensive examinations. Findings indicate good progress from each current cohort of students, with a few exceptions. Assessment data has led to the addition of a course in an area where students were lagging (statistics). Also, the program increased faculty mentoring time for students who were slower in their progress through the program.
- As more students complete their degrees, the program should consider collecting data about the program and graduates through a survey of program graduates and their employers.

b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:

- i. Full implementation of assessment plans
- ii. Use of assessment data to improve programs

- The assessment plan is being fully implemented and assessment data is being used to improve the program. However, collecting structured data from new graduates and their employers should be explored.

Bronson School of Nursing

a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*

- The Bronson School of Nursing's assessment plan focuses on six outcomes all related to student learning and success. Methods to measure each outcome include course grades, standardized exams, the National Council Licensure Examination-Registered Nurse (NCLEX-RN) exam, and alumni surveys. These varying methods allow for a comprehensive view of student achievement.
- The school has used assessment data to incorporate into certain courses projects and papers that involve analysis and synthesis which require the critical thinking competencies of interpretation, analysis, evaluation, inference and explanation. The school has also used assessment data to identify "at-risk" students and provide them with remediation and assistance.

b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:

- i. Full implementation of assessment plans
 - ii. Use of assessment data to improve programs
- The assessment plan is being fully implemented and assessment data is being used to improve the program. As part of a larger college-wide initiative, in the future the department may use the college central office staff to assist in surveying graduates and their employers. Currently, department staff handles an alumni survey.

Department of Occupational Therapy

a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*

- The department's assessment plan covers a comprehensive list of outcomes including student learning, recruitment, retention, community service, faculty research, and other areas.
- The department used data on student feedback to discontinue the use of online graduate courses and return to a classroom format. The department has also proposed a change in how students complete their research requirements to increase student flexibility and exposure to practical research projects.

- b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:
- i. Full implementation of assessment plans
 - ii. Use of assessment data to improve programs
- To fully implement the assessment plan the college curriculum committee needs to approve two changes to the graduation requirements for occupational therapy.
 - Several outcomes relating to faculty research will require the assistance of the CHHS Associate Dean for Research and other central college staff.

Department of Physician Assistant

- a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*
- The department's assessment plan covers a three student outcome areas—content knowledge, problem-solving skills, and psychomotor skills. These outcomes are tied to the National Commission on Certification of Physician Assistants (NCCPA) board exam. The exam serves as the method for assessing students' knowledge and skills.
 - The department sets very high standards for their students and the department as a whole. Their criterion for program percentile rank on the NCCPA exam is greater than 90% and their criterion for student pass rate is 100%.
 - The department used assessment data to separate some primary care courses into individual subject courses to better aid faculty evaluation of student performance.
- b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:
- i. Full implementation of assessment plans
 - ii. Use of assessment data to improve programs
- The department's assessment plan is fully implemented.
 - As part of a larger college-wide initiative, the department may use the college central office staff to assist in surveying graduates and their employers. The department's current plan does not include such a survey.

School of Social Work

- a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*

- The School of Social Work's plan include two broad outcomes—student confidence in core social work competencies and alumni success and satisfaction. Both outcomes are assessed using surveys (of students, alumni and field instructors).
- The school notes that assessment data has recently been collected and decisions about using these data to change program practices will be made during the Fall 2007 semester.
- The school's use of both pre-test (during orientation) and post-test (soon before graduation) measures is an excellent way to show value added by the various social work programs. The school's iWebfolio site is exemplary in presenting assessment plans, tools, and data.
- The school should consider added data concerning student competence in social work skills and practices in the field as measured by field instructors before the licensure examination stage.
 - b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:
 - i. Full implementation of assessment plans
 - ii. Use of assessment data to improve programs
- To fully implement the assessment plan the school needs to follow through on their planned Fall 2007 review of the Student Outcome Assessment Report and determine their criteria for the alumni survey. So far, findings on student confidence and various alumni criteria (licensure examination success, employment, preparedness, etc.) are encouraging.

Speech Pathology and Audiology

- a. Based on the evidence provided by the departments/units, evaluate unit-by-unit the implementation and use of assessment data. *In the event that programs in your college underwent a specialized program accreditation during 2006-07, for each such program summarize the visiting teams' findings in terms of the assessment of student learning, plans to address the teams' recommendations as needed, and the date(s) of the next visit(s)*
- The Speech Pathology and Audiology department has a strong assessment plan that is heavily influenced by its accreditation requirements. Its seven outcomes are all focused on student knowledge and skill. Each outcome is linked directly to student coursework, clinical work, praxis exams, and portfolios. Clinic coordinators and instructors have developed forms to track student skills and knowledge.
- Assessment data is being used by the department to provide additional advising time and remediation to students who need it.
 - b. Based on your evaluation of the departments/units, identify the specific steps the individual departments/units and the college will take to address:
 - i. Full implementation of assessment plans
 - ii. Use of assessment data to improve programs
- The assessment plan is being fully implemented and assessment data is being used to improve the program. As part of a larger college-wide initiative, in the future the department may use the college central office staff to assist in surveying graduates and their employers. An activity that is currently handled by department staff.

College-wide Measures

c. Based on your evaluation of the departments' use of assessment data to improve programs, what measures will the college take in Academic Year 2007-2008 to foster a culture of assessment?

- The college's new Associate Dean for Research, starting August 1, will be the college's point person on assessment activities.
- The ongoing accreditation requirements for programs continue to build and sustain a culture of assessment within the college.
- The college will explore coordination of graduate and employer surveys at the college level to improve response rates, streamline the process, and enable departments to use the data for program improvement.
- Recognize staff contributions to assessment through the college's staff recognition program.
- Continue and formalize outreach to students concerning assessment issues through the CHHS student leadership council.