



# Arts and Sciences

## ELL PSLO 1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

PSLO 1

### Communication

Students will express ideas and arguments skillfully and persuasively when speaking or writing by applying the theories and techniques of creative, linguistic, literary and rhetorical studies.

Academic Year 2019-2020: Arts & Science

Term: Overview

Exceeded	<div></div>	100%	2
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

### Analysis/Interpretation (Consideration):

The benchmark was met.

This PSLO represents one class in the GIS format consisting of two students. It is a compressed sample size. Overall the students exhibited excellent communication skills on this measure. Their success is related to a number of factors including, but not limited to, class rank, membership in the Collegium Honorum, and previous classroom experience with oral presentations.

Because the students excelled with this assignment, the criteria may need to be reevaluated to ensure the assignment parameters are challenging.

### Action Plan (Use):

Depending on the size of the class and presentation experience of students in the class, the assignment can be modified to ensure improvement in skill mastery by adding additional criteria (i.e. length, PowerPoint, manuscript, and Works Cited page).

## ELL PSLO 4

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

PSLO 4

### Christian Worldview

Students will articulate a philosophy of English language and literature consistent with a Christian worldview.

Academic Year 2019-2020: Arts & Science

Term: Overview

Exceeded	<div></div>	100%	3
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

### Analysis/Interpretation (Consideration):

Students proved adept at this PSLO exhibiting the integration of faith and learning. Students were encouraged to consider the definition of *Christian* literature challenging their preconceived notions. While ELL students are well-versed in evaluating the literary significance and influence of an author's work, these courses allowed exploration of the cultural relevance of *Christian* literature specifically, judging not only their literary merit but theology as well.

Action Plan (Use):

The ELL program contains Christian Literature classes (LIT 353- Biblical Literature & Its Contemporary Counterparts, OLT 313- Psalms & Wisdom Literature), these courses often fall under the Literature Elective category and may not be selected. Where appropriate, Christian works may be introduced in literature courses to ensure an opportunity for students to explore, challenge, and articulate a philosophy of English Language and Literature that is consistent with a Christian worldview.

ELL PSLO 5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

PSLO 5

Professional

Students will apply the theories and techniques of creative, linguistic, literary, and rhetorical studies in various professional pursuits.

Academic Year 2019-2020: Arts & Science

Term: Overview

Exceeded	<div></div>	100%	1
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

The capstone project represents a significant endeavor exhibiting the skill and knowledge gleaned over the entirety of the ELL program. Identifying a research topic, conducting preliminary research to vet and narrow the topic, and meeting incremental deadlines are challenging tasks under the best of circumstances. With the reality of COVID-19 and the move to online instruction, the challenge was more pressing.

The effects of social isolation, course materials left on campus, and the uncertainty of the semester derailed momentum periodically. Ultimately the challenge was met with enthusiasm, and the final product exceeded expectations.

Action Plan (Use):

This semester certainly underscores the importance of investigating and identifying the research topic prior to the start of the students' final semester. Also, moving the due date for the rough draft earlier in the semester would facilitate stress-free revision and the final submission.

GESLO 1 Communication: Written and Oral

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

GESLO 1

Communication

Students will effectively analyze and express information and ideas in writing and speaking with clarity and coherence.

Academic Year 2019-2020: General Education

Term: Academic Year 2019-2020 - Fall Semester

Exceeded	<div></div>	58.48%	131
Met	<div></div>	33.48%	75

Partially Met	<div><div></div></div>	3.57%	8
Not Met	<div><div></div></div>	4.02%	9
Not Attempted	<div><div></div></div>	0.45%	1

**Analysis/Interpretation (Consideration):**

**COM 123 Informative Speech:** Students are still having difficulty being creative in their introductions. Also, it was difficult to discern the main points since they were not in the controlling idea and transition was lacking throughout the speech. Students fail to understand the influence of professional dress that is appropriate for the situation. In today's society, role models for this may be deficient or missing.

**ENG 123 Research Paper:** The professors felt the students are doing fairly well on the research paper. One possible reason is the three research essays that are required before the final 8-page paper. This gets them used to citations and also using resources. The research paper unit was structured with incremental research-based assignments which allowed students to complete the paper in stages. All 25 categories in the rubric met the 70% or better benchmark. At times several were encouraged to change topics when they discovered a lack of available quality sources because of the topic chosen whether too current or too broad. The results for the online section of ENG 123 are better than the seated courses as far as grades for the paper possibly since a majority of the students were academically strong dual enrollment students.

**ENG 123: Final Exam** For ENG 123A we had 4 D's on the exam; whereas, in the other two 15 week sections, we had no D's. This made a significant difference in reaching our benchmark. If this pattern continues, we will again start to compile a spreadsheet on each question missed on the exam.

**Action Plan (Use):**

**COM 123 Informative Speech:** The rubric for appearance has as a criterion "pleasing." Perhaps the wording of this component of the rubric needs to be more specific.

**ENG 123 Research Paper:** The professors were pleased with the results but want to develop a methodology for the students to choose a more appropriate topic that has adequate resources. Perhaps an interest survey to complete would help broaden their choice of topics. Changing the working bibliography to annotated ensure students do not just copy down a source list but actually evaluate the sources.

**ENG 123: Final Exam:** Compile a spreadsheet of the number of students in each class that missed each question. This was done in the past, and we always met our final exam benchmark in all classes. If the benchmark is not met again,.the analytical spreadsheet will have to be compiled next year.

## GESLO 2 Information Literacy: IL quiz, Project SAILS, and Technology courses

**Start:** 07/01/2019

**End:** 06/30/2020

**Providing Department:** Arts and Sciences

**Benchmark Met?:** Yes

**Outcomes:**

GESLO 2

**Information Literacy**

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2019-2020: General Education

Term: Overview

Exceeded	<div><div></div></div>	59.68%	151
Met	<div><div></div></div>	24.11%	61
Partially Met	<div><div></div></div>	4.74%	12
Not Met	<div><div></div></div>	6.32%	16
Not Attempted	<div><div></div></div>	5.14%	13

**Analysis/Interpretation (Consideration):**

This aspect of GESLO 2 does not include the technology courses, which are assessed separately.

**IL Quiz:** The students met the benchmark in the fall (88%) and the spring (80%); however, after evaluating the questions missed by the four classes, the professors decided to look at those questions where less than 70% had the correct answer. Of the 9 out of 25 questions that fell in this category, 3 were revised. The percentages were above the 75% benchmark despite in the fall 5% did not attempt the quiz and in the spring 7% did not attempt the quiz.

**Project SAILS:** Project SAILS was administered to the seniors this year. Next year the survey is administered to the freshmen. Unfortunately, the results are given to the University once the bill is paid. There was a slight hold up in the payment to the company, so the results will be available later in June. One concern for the seniors taking the survey is that there must be at least 50 to obtain results from Project SAILS company. We had to be creative in reaching that number since we were about 6-7 seniors short. The Librarian sent emails to seniors who did not participate, and we managed to reach 50 students. The venue was also quite informal in the Anvil (coffeehouse like atmosphere) which could have led to several students not completing their survey unbeknownst to the professors proctoring the survey until later when the results were tabulated.

**Technology Courses:** After speaking with the Digital Media Department. With the nature of the courses below being completely specific to the Digital Media major, they do not quite fulfill the requirement of General Education defined in GESLO. It would be in the committees best interest to remove these courses from the list of technology courses assessed.

MTN263 & DIG263

**MTN111-Basic Audio Reinforcement**, 85% of students will meet the standard

Fall - Met the Benchmark

Spring- Did not meet 71% met the Benchmark

Students had challenges with vocabulary and this particular assessment is done with a 1 on 1 exam.

**MTN233- Principles of Audio Tech** 85% of students will meet the standard.

Did not meet the benchmark, Small class size with 5. 3/5 achieved. Primarily it was Covid related. At the end of the semester a 3 hour night class and no equipment made this course very difficult. If we were in class it could have been really different.

**MTN263 - Digital Audio** 85% of students will meet the standard.

Three different sections. Benchmark was met in all but the Spring semester. The short fall was due to Covid. The hardware and software was not available and students were not able to complete final projects adequately.

**DIG272 - Intro to Web Design** 85% of students will meet the standard.

Practical Exam Benchmark was met 1 student did not attempt. Students were required to find answers to coding problems. Everyone did a great job on this one. This is the first time Mel implemented practice exams before doing the final practical exams.

**DIG243 - Intro to Photography** 85% of students will meet the standard.

No classes met the benchmark which was very surprising. This has not taken place in 10 years. 1 semester Freshman year was a big change and the quality of students was not there. The Freshman had a hard time managing a large project at the end of the semester. In one section in the Fall I had 62% not meet the benchmark. 4 did not attempt. It wasn't that the students did not know how to operate the camera, they just did not put in the time or effort. In the Spring. No Digital Media Students and only upperclassmen. 1 person did not attempt. I think he is going to follow through. I did have 4 people that only partially met the requirements.

MTN 123- NO CLASSES

DIG201- NO CLASSES

Action Plan (Use):

**IL Quiz:** After analyzing the questions, the professors and the librarian reworded 3 of the 25 questions, mainly dealing with the choice options. Students may have been confused by the wording of "Library Online Category" which was changed to "UVF Library Catalog." The professors of ENG 123 will administer the revised IL quiz in fall 2020 and spring 2021.

**Project SAILS:** The survey will be given to freshmen in ENG 123 in 2020-2021, so there will be no problem reaching 50 students. For 2021-2022, a more formal venue for seniors needs to be chosen. Also, the invoice should be given to the Business Department as early as possible after the survey is taken.

Technology Courses:

**MTN111** -Refocus the vocal portion of the exam to the online

**MTN233** - Many of the issues were Covid Related and so no action other than general updates is necessary.

**MTN263** - Many of the issues were Covid Related and so no action other than general updates is necessary.

**DIG272** - No action steps. Continue to deploy practice exams before final.

**DIG243** -Talk more about future practical applications.Give a list of acceptable events to capture. Break the assignment into two parts to help students with time management.Implement a section on troubleshooting situations.

GESLO 3 Bible and Christian Worldview

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

GESLO 3

Bible and Christian Worldview

Students will articulate the knowledge of the Bible and Christian thought from a Pentecostal/Charismatic perspective.

Academic Year 2019-2020: General Education

Term: Overview

Exceeded	<div><div></div></div>	54.58%	137
Met	<div><div></div></div>	30.28%	76
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	4.38%	11
Not Attempted	<div><div></div></div>	10.76%	27

Analysis/Interpretation (Consideration):

1. “Not attempted category” is helpful to distinguish between students who are not meeting the benchmark due to a lack of understanding of the material in contrast to those who are not meeting the benchmark due to a lack of trying/motivation.
2. However, in light of #1 above, notice should be given to the issue of students’ financial difficulties and the UVF policy of locking students out of my.valleyforge as part of the financial policies of the college. Note the comment above from OLT123A Fall 2019: “Of this 7 (who did not attempt the quiz), 6 of the students had significant disengagement from the course as evidenced by missing several assignments, with 5 of them experiencing some disruption to their my.valleyforge access, in addition to their disengagement.”
3. The MLT department will re-visit the content of the course material and assessment quizzes in light of the Program Review currently underway and in light of the new AG credentialing exams in Bible and Theology. Note this would also align with “Use of Results” OLT123: Fall 2019: “As I review some of the questions, I believe the quiz could be updated somewhat to more adequately reflect the overarching themes of the course.”
4. Student success appears to be linked to the teaching styles of the various professors and courses as evidenced by the benchmarks being met and the data being consistent between the GESLO assessment and the overall grades in the other assignments as noted above in:
  1. NWT113A Fall 2019: “Through the presentation and review of a study-guide, I believe that the students were well prepared for both the mid-term and final exam.”
  2. NWT113BX: Fall 2019: “The students were well prepared by the readings, the weekly writing assignments and the study sheets provided. Being a survey course, the course offers a broad scope of information so the study sheets help the students focus their studying.”
  3. NWT113A: Spring 2020: “These results correlate with the overall course grades, which were additionally impacted by a Discovery Learning project that involved written discoveries drawn from all 27 Books of the New Testament.”

Action Plan (Use):

1. The department and university may want to consider how to better motivate students in their overall academic pursuit.
2. The University may want to consider collecting data noting the correspondence between students in the “not attempted” category and “not met” category to determine the academic impact on the students experiencing disruption to their my.valleyforge access due to financial considerations. Historically there have been correlations between students with financial difficulties and students who fail to persist in their education. If it is determined that there is a correlation between students in the “not attempted” and “not met” categories and their access to my.valleyforge being disrupted due to financial issues, perhaps the University should re-consider its policies and approaches to students’ financial aid issues or provide more consistent guidelines to faculty regarding how to handle missed work due to lock-out issues.
3. The MLT department will re-visit the content of the course material and assessment quizzes in light of the Program Review currently underway and in light of the new AG credentialing exams in Bible and Theology.
4. Faculty should continue with these teaching strategies to ensure that the benchmarks will continue to be met.

GESLO 4 Fine Arts

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Yes

Outcomes:

GESLO 4

Fine Arts

In at least one area of the fine arts, students will better understand and appreciate the art form by participating in exhibitions, attending performances or practicing the art at the basic level and by identifying representative works in terms of their historical, political, or social contexts.

Academic Year 2019-2020: General Education

Term: Overview

Exceeded	<div><div></div></div>	63.21%	67
Met	<div><div></div></div>	13.21%	14
Partially Met	<div><div></div></div>	3.77%	4
Not Met	<div><div></div></div>	0.94%	1
Not Attempted	<div><div></div></div>	18.87%	20

Analysis/Interpretation (Consideration):

The benchmark of 80 % was not met with a 76.4% percentage. However, 19% of the students did not attempt the assignment.

For the Spring 2020 semester, the benchmark was met regardless of the COVID-19 pandemic. The students were given the option to watch a full-length classical concert or opera online. One student did not complete the assignment.

Action Plan (Use):

When seated classes resume, the instructor would like to give students the option to view a full-length webcast of a classical concert or opera as an option. Due to the pandemic, many classical venues offered free webcast viewing of professional quality performances.

GESLO 5 - Health and Physical Activity

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: Some

Outcomes:

GESLO 5

Health and Physical Activity

Students will implement a plan for healthy living that addresses diet, exercise, and other factors that promote good health.

Academic Year 2019-2020: General Education

Term: Overview

Exceeded	<div><div></div></div>	73.17%	90
Met	<div><div></div></div>	16.26%	20



Partially Met	<div><div></div></div>	3.25%	4
Not Met	<div><div></div></div>	5.69%	7
Not Attempted	<div><div></div></div>	1.63%	2

Analysis/Interpretation (Consideration):

110/123 =89% of students enrolled in PHE Health and Physical activity courses completed the benchmarks set for them. The fall had less students (47) and saw 91% reach the benchmark versus the spring (76) and had 88% reach it.

PHE Varsity benchmark was 1% shy of reaching the 95% benchmark (33/35). The only reason the PHE varsity sports do not reach 100% is because of students not responded to the proper withdraw prompts that were given.

The PHE non-varsity class benchmark (85%) was met at 27/30 (90%). However, the PHE 233, seated course offered in the morning has seen the least successful outcomes between the few non varsity options.

The spring assessment of PHE Nutrition and Health Diet Analysis Assessment - reached 86% which does meet the 85% benchmark set which is a considerable increase from the past years (58%).

Action Plan (Use):

Continue to find ways to work with the registrar and student-athletes that quit teams to withdraw from the PHE varsity sport.

Discuss the time of day (8:55 am Tuesday and Thursday) PHE 233 seated course is offered.

Brainstorm new PHE non-varsity sport options that would excite students.

GESLO 6 History, Literature, Culture, and Society

Start: 07/01/2019

End: 06/30/2020

Providing Department: Arts and Sciences

Benchmark Met?: No

Outcomes:

GESLO 6

History, Literature, Culture, Society, and Behavioral Sciences			
Students will better understand themselves, their culture, and other cultures through critical reflection of history, literature, culture, and society that will contribute to their ability to be responsible global citizens.			
Academic Year 2019-2020: General Education			
Term: Academic Year 2019-2020 - Fall Semester			
Exceeded	<div><div></div></div>	32.32%	64
Met	<div><div></div></div>	34.34%	68
Partially Met	<div><div></div></div>	11.62%	23
Not Met	<div><div></div></div>	4.55%	9
Not Attempted	<div><div></div></div>	17.17%	34

GESLO 6

History, Literature, Culture, Society, and Behavioral Sciences			
Students will better understand themselves, their culture, and other cultures through critical reflection of history, literature, culture, and society that will contribute to their ability to be responsible global citizens.			
Academic Year 2019-2020: General Education			
Term: Academic Year 2019-2020 - Spring Semester			
Exceeded	<div><div></div></div>	39.87%	63
Met	<div><div></div></div>	36.71%	58
Partially Met	<div><div></div></div>	8.23%	13
Not Met	<div><div></div></div>	5.7%	9
Not Attempted	<div><div></div></div>	9.49%	15

Analysis/Interpretation (Consideration):



The goal of 80% meeting the benchmark was not met in either fall (67%) or spring (73%). Three history professors were adjuncts although it is hard to discern if that had any influence on the outcome. The rest of the professors were full-time. Just in the history classes alone 10 students did not attempt the essay, so that skewed the results of those that actually did the assignment. Also, this GESLO has classes from psychology, philosophy, history, and social sciences, 15 classes for fall and 13 classes for spring.

Perhaps these professors need to meet to discuss the rubric and weaknesses in the students' assignment although a modified rubric was made two years ago.

**Action Plan (Use):**

Hopefully, a convenient time can be found for the professors to meet to discuss the results of the assessment. This covers two departments, Arts and Sciences and Behavioral Sciences.

The "not attempted" component of the results has been discussed in the past, but no decision as to an action plan has been made. This needs to be brought up in a GESLO meeting before the assessment begins in fall 2020.

**GESLO 7 Quantitative Reasoning Skills**

**Start:** 07/01/2019

**End:** 06/30/2020

**Providing Department:** Arts and Sciences

**Benchmark Met?:** Yes

**Outcomes:**

GESLO 7			
Quantitative Reasoning Skills			
Students will employ quantitative or symbolic reasoning to evaluate and solve real world problems.			
Academic Year 2019-2020: General Education			
Term: Overview			
Exceeded	<div><div></div></div>	58.97%	23
Met	<div><div></div></div>	28.21%	11
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	12.82%	5
Not Attempted	<div><div></div></div>	0%	0

**Analysis/Interpretation (Consideration):**

Overall 85% of the students met or exceeded the standard compared to the benchmark of 80% of students meeting or exceeding the standards for the statistics exam and for the new Course Evaluation Learning Essentials Question 13. Students generally did well on the statistics exam but had some difficulty with the multipart questions in some cases. Professors noted that this exam is unique compared to other exams in that computations are not needed to interpret and evaluate graphics in the exam questions and that it is possible for a student who does not understand the topic see patterns and even memorizes responses if they repeated the questions multiple times.

This is the first semester that UVF has used IDEA Learning Essentials Questions as an indirect measure of student learning. Results of student self-assessment of their learning were positive, with most student rating their learning in the top two categories in a 1-5 Likert scale. We noted that the results of the exams and the Learning Essential Question responses were in line with each other.

**Action Plan (Use):**

We plan to continue to use and evaluate the IDEA Learning Essentials Questions in future courses.

We plan to experiment with other questions in the homework and test sets to see if any improvements in the exam question sets can be found that would test the same objectives, but either add a computational element. These questions could be added to the exam question set next time it is used.

**GESLO 8 Natural Science**

**Start:** 07/01/2019

**End:** 06/30/2020

**Providing Department:** Arts and Sciences

**Benchmark Met?:** Yes

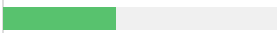
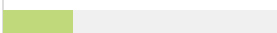
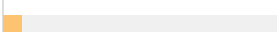
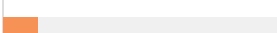
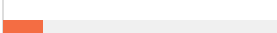
**Outcomes:**

**Natural Science**

Students will distinguish scientific inquiry from other ways of knowing and applying these methods to make informed judgments regarding contemporary issues in at least one field of science.

Academic Year 2019-2020: General Education

Term: Overview

Exceeded		41.27%	26
Met		25.4%	16
Partially Met		6.35%	4
Not Met		12.7%	8
Not Attempted		14.29%	9

**Analysis/Interpretation (Consideration):**

The benchmark was met when the results of those students submitting work are considered. For students who submitted work 88% (45/51) scored in the meets or exceeds range compared to the benchmark of 80% of students falling in this range. However, 19 students of 63 total students (19%) did not complete the assessment (that is they did not take the Nature of Science (NOS) Quiz or, in the case of the scientific analysis paper, they did not submit work). Interestingly, about 26% (5/19) students that did not take the NOS quiz were in one section, where the professor noted that a possible solution was allowing time in class after the topic was discussed would likely improve results compared to allowing students to take it online over a wider range of time.

With respect to the paper, some professors noted that students had the most difficulty understanding the difference between primary and secondary sources. This reduced scores of some students in the research section of the rubric. Others noted that more in-class instruction about the requirements of the paper might be needed.

**Action Plan (Use):**

In general results in GESLO for Natural Science were similar to past semesters. Overall the sections of the science courses student who submitted work generally were able to meet the benchmark, but it was also noted that helping students understand the expectations of the assignment (especially the paper) and expectations of how and when to complete the Nature of Science Quiz will benefit future students. There were several additional best practices and ideas for future improvements that can be shared with faculty teaching science. For example, clarifying expectations for the paper by using class (or video) time to help them understand the expectations and rubric, sharing examples of excellent papers, providing deadlines to have topics approved, and perhaps adding some additional topics to generate more interest the paper.

# Behavioral Sciences

## BSD PSLO1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Behavioral Sciences

Benchmark Met?: Yes

Outcomes:

PC PSLO 1

### Communication

Students will be able to clearly articulate in speech and writing psychological principles and concepts related to the field of behavioral sciences.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	70.59%	60
Met	<div><div></div></div>	14.12%	12
Partially Met	<div><div></div></div>	7.06%	6
Not Met	<div><div></div></div>	3.53%	3
Not Attempted	<div><div></div></div>	4.71%	4

CJ PSLO 1

### Communication

Students will be able to effectively communicate through speech and writing criminal justice principles and concepts related to the profession.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	25%	3
Met	<div><div></div></div>	58.33%	7
Partially Met	<div><div></div></div>	16.67%	2
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

PSY PSLO 1

### Communication

Students will clearly articulate in speech and writing psychological principles and concepts related to the field of behavioral sciences. This matches APA goal: Students will be able to communicate effectively in a variety of formats.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	83.12%	64
Met	<div><div></div></div>	7.79%	6
Partially Met	<div><div></div></div>	2.6%	2
Not Met	<div><div></div></div>	2.6%	2
Not Attempted	<div><div></div></div>	3.9%	3

SW PSLO 1

### Communication

Student will develop and use effective oral and written communication in working with individuals, families, groups, communities, and colleagues.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	66.67%	14
Met	<div><div></div></div>	9.52%	2
Partially Met	<div><div></div></div>	4.76%	1

Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	19.05%	4

### Analysis/Interpretation (Consideration):

Overall all of the programs in the Behavioral Sciences department met the standard goal.

### Action Plan (Use):

The plan is to continue to monitor the PSLO1 and if any changes need to be made we will reassess and make changes accordingly.

## BSD PSLO2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Behavioral Sciences

Benchmark Met?: Yes

### Outcomes:

#### PC PSLO 2

#### Information Literacy/Critical Thinking

Students will be able to locate information related to behavior and mental processes in the context of church ministry.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	58.54%	48
Met	<div><div></div></div>	9.76%	8
Partially Met	<div><div></div></div>	15.85%	13
Not Met	<div><div></div></div>	9.76%	8
Not Attempted	<div><div></div></div>	6.1%	5

#### PC PSLO 1

#### Communication

Students will be able to clearly articulate in speech and writing psychological principles and concepts related to the field of behavioral sciences.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	70.59%	60
Met	<div><div></div></div>	14.12%	12
Partially Met	<div><div></div></div>	7.06%	6
Not Met	<div><div></div></div>	3.53%	3
Not Attempted	<div><div></div></div>	4.71%	4

#### PSY PSLO 2

#### Information Literacy/Critical Thinking

Students will locate information, critically evaluate, and apply the information related to human behavior and cognition. This goal corresponds with APA goal: Students will demonstrate information competence and the ability to use computers and other technology for many purposes.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	52.24%	35
Met	<div><div></div></div>	17.91%	12
Partially Met	<div><div></div></div>	16.42%	11
Not Met	<div><div></div></div>	5.97%	4
Not Attempted	<div><div></div></div>	7.46%	5

#### SW PSLO 2

#### Information Literacy/Critical Thinking

Students will be competent in using theory to make connections between research and problems in social work practice situations.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	66.67%	12
Met	<div><div></div></div>	5.56%	1
Partially Met	<div><div></div></div>	11.11%	2
Not Met	<div><div></div></div>	16.67%	3
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Overall the programs in the Behavioral Sciences department met the standard goal.

Action Plan (Use):

The plan will be to continue to monitor PSLO2 and reassess as needed and make changes accordingly.

BSD PSLO3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Behavioral Sciences

Benchmark Met?: Yes

Outcomes:

PC PSLO 3

Interpersonal Skills

Students will be able to collaborate together in an appropriate and ethical manner, exhibiting leadership abilities and teamwork.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	77.27%	17
Met	<div><div></div></div>	22.73%	5
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

CJ PSLO 3

Interpersonal Skills

Students will be able to work independently and collectively where they will exhibit Christian ethos, leadership skills, and teamwork.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	54.55%	6
Met	<div><div></div></div>	18.18%	2
Partially Met	<div><div></div></div>	27.27%	3
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

PSY PSLO 3

Interpersonal Skills

Students will collaborate and apply psychological principles to personal, social, and organizational issues within clinical settings. This matches APA goal: Students will understand and apply psychological principles to personal, social, and organizational issues

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	53.57%	15
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Met	<div><div></div></div>	28.57%	8
Partially Met	<div><div></div></div>	14.29%	4
Not Met	<div><div></div></div>	3.57%	1
Not Attempted	<div><div></div></div>	0%	0

SW PSLO 3

Interpersonal Skills

Student will exercise self-awareness, reflection, and effective use of supervision as part of the development of professional and personal self.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	91.67%	11
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	8.33%	1

Analysis/Interpretation (Consideration):

The programs in the Behavioral Sciences department exceeded the standard goal.

Action Plan (Use):

The Behavioral Sciences department will continue to monitor PSLO3 and make changes as needed.

BSD PSLO4

Start: 07/01/2019

End: 06/30/2020

Providing Department: Behavioral Sciences

Benchmark Met?: Yes

Outcomes:

PC PSLO 4

Christian Worldview

Students will be able to assimilate their Christian faith and psychological principles in the areas of mental health.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	52.94%	9
Met	<div><div></div></div>	35.29%	6
Partially Met	<div><div></div></div>	5.88%	1
Not Met	<div><div></div></div>	5.88%	1
Not Attempted	<div><div></div></div>	0%	0

CJ PSLO 4

Christian Worldview

Students will be able to assimilate their Christian faith and criminological principles in the areas of criminal justice.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	100%	8
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

PSY PSLO 4

Christian Worldview

Students will assimilate their Christian faith and knowledge of psychological principles into clinical practice. This matches APA goal: Students will be able to weigh evidence, tolerate ambiguity, act ethically, and reflect other values that

are the underpinnings of psychology as a discipline

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	58.7%	27
Met	<div><div></div></div>	21.74%	10
Partially Met	<div><div></div></div>	8.7%	4
Not Met	<div><div></div></div>	10.87%	5
Not Attempted	<div><div></div></div>	0%	0

SW PSLO 4

Christian Worldview

Students will integrate social work practice with a Christian worldview and demonstrate tolerance regarding different perspectives.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	76.47%	13
Met	<div><div></div></div>	23.53%	4
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

The programs in the Behavioral Sciences department exceeded the stand goal.

Action Plan (Use):

The Behavioral Sciences department will continue to monitor PSLO4 and will make changes as needed.

BSD PSLO5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Behavioral Sciences

Benchmark Met?: Yes

Outcomes:

PC PSLO 5

Professional

Students will be able to perform the duties of a pastor that are essential in the development and administration of the local church.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	78.57%	22
Met	<div><div></div></div>	7.14%	2
Partially Met	<div><div></div></div>	3.57%	1
Not Met	<div><div></div></div>	3.57%	1
Not Attempted	<div><div></div></div>	7.14%	2

PSY PSLO 5

Professional

Students will utilize generalist knowledge, skills, and ethics to execute professional psychological practice with all systems, individuals, families, and groups. This matches APA goal: Students will emerge from the major with realistic ideas about how to implement their psychological knowledge, skills, and values in occupational pursuits in a variety of settings.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div><div></div></div>	92.11%	35
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Met	<div></div>	0%	0
Partially Met	<div></div>	5.26%	2
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	2.63%	1

SW PSLO 5

Professional

Utilize generalist social work knowledge, skills and ethics to execute professional practice with all systems- individuals, families, groups, organizations, and communities.

Academic Year 2019-2020: Behavioral Sciences

Term: Overview

Exceeded	<div></div>	88.24%	15
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	11.76%	2

Analysis/Interpretation (Consideration):

The programs in the Behavioral Sciences department met with standard goal.

Action Plan (Use):

We will continue to monitor PSLO5 and make changes accordingly.

# Business Administration

## BUS/SPT PSLO 1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

SPT PSLO 1

### Communication

Students will be able to practice good oral and written communication skills integrating technology effectively to express ideas to a variety of audiences and in different organizational settings.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	100%	5
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

BUS PSLO 1

### Communication

Students will practice good oral and written communication skills to effectively express ideas to a variety of audiences and in different organizational settings.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	81.25%	26
Met	<div><div></div></div>	12.5%	4
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	6.25%	2
Not Attempted	<div><div></div></div>	0%	0

### Analysis/Interpretation (Consideration):

Business: 34/34 students exceeded or met standard in their written and oral communication skills. In BUS 200, time was taken in class to learn about writing skills and project instructions. Furthermore, students were provided a template to write their business plan. In BUS 413, students performed well in presenting PowerPoint projects. Indirect evidence: All students completing the survey question reported at least substantial progress with regard to the survey question.

Sport Management: Benchmark was met and exceeded by 100% participants. All five students completed the assignment and, based on the designated assignment rubric, exceeded expectations with their ability to synthesize information and orally communicate content through the use of a presentation and group interaction. All SPT 430 students successfully utilized Powerpoint and an array of technological aids to communicate assignment content.

### Action Plan (Use):

As students performed well on PSLO 1 outcomes, we will continue to emphasize effective communication skills. In some cases, drafts may be encouraged when students seem to be struggling.

## BUS/SPT PSLO 2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

BUS PSLO 2

### Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information in order to solve problems and make sound decisions.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	33.33%	4
Met	<div><div></div></div>	50%	6
Partially Met	<div><div></div></div>	8.33%	1
Not Met	<div><div></div></div>	8.33%	1
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Business: BUS 303 was offered as a GIS with five students in the Fall semester. Lack of motivation seemed to have hindered at least one student's performance on the project. In BUS 383 students met or exceeded the standard. However, three students mildly struggled with making a virtual presentation using the MS Teams. One student seemed to be rushed because of showing up late. All students who struggled seemed to have not adequately rehearsed their presentations before the class. Some students did lack depth in their presentations.

Indirect evidence: Both students completing the course survey reported at least substantial progress in LO # 9: "Encouraged students to use multiple resources (e.g., Internet, library holdings, outside experts) to improve understanding."

Sport Management: Not assessed

Action Plan (Use):

COVID-19 may have influenced the results a bit due to students needing to present virtually resulting in not demonstrating strong critical thinking. As SPT students also struggle with critical thinking, we will continue to emphasize the importance of critical thinking skills and how to think more critically in the classroom.

BUS/SPT PSLO 3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

BUS PSLO 3

Interpersonal Skills

Students will use effective interpersonal skills to successfully work with others in groups and cross-functional teams to accomplish organizational goals.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	74.07%	40
Met	<div><div></div></div>	12.96%	7
Partially Met	<div><div></div></div>	5.56%	3
Not Met	<div><div></div></div>	1.85%	1
Not Attempted	<div><div></div></div>	5.56%	3

SPT PSLO 3

Interpersonal Skills

Students will be able to demonstrate effective leadership skills in a sport management setting.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	66.67%	4
Met	<div><div></div></div>	16.67%	1
Partially Met	<div><div></div></div>	16.67%	1
Not Met	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Business: 85% of students met or exceeded the standard as defined by the rubric. Teamwork skills were emphasized in classes which may have influenced the strong results. Students were asked to complete a Peer/Self-evaluation for the final project. In one section of BUS 483 Business Internship,

Sport Management: 83% of students received evaluator remarks that they excelled in the role, would be offered further positions, and were effective in supervising a particular sport or group. One out of six students did not meet expectations, received comments of needing improvement in the area of leadership and management, and was not sufficiently effective in this component. Overall, the 80% benchmark was met (83%). Leadership skills were emphasized in course content. The internship experience provided the students with the opportunity to develop essential leadership skills.

Action Plan (Use):

We will continue to emphasize the importance of developing interpersonal skills and how to do so. It may be helpful to also use the Sport Management Practicum supervisor feedback as a progress checkpoint for student progress. Students could benefit from a mid-point collection of supervisor feedback to identify target areas around student needs and deficiencies in this content area prior to a final assessment.

BUS/SPT PSLO 4

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Business Administration  
Benchmark Met?: No  
Outcomes:

BUS PSLO 4			
Christian Worldview			
Students will integrate principles of Christian values, ethics, and world-view with the principles of business administration and financial management to exercise responsibilities for proper stewardship of all resources.			
Academic Year 2019-2020: Business			
Term: Overview			
Exceeded	<div></div>	26.32%	5
Met	<div></div>	47.37%	9
Partially Met	<div></div>	15.79%	3
Not Met	<div></div>	10.53%	2
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

Business: 73% of students exceeded or met the standard as defined by the rubric. In the online course, biblical themes were not always emphasized in the assignments. In BUS 313, it was discovered that some students had not yet taken the Worldviews class.

Sport Management: Not assessed

Action Plan (Use):

The BUS 233 (Online) should be revised to include clearer connections to biblical worldview components. In BUS 313, additional teaching on the Christian worldview should be included in class.

BUS/SPT PSLO 5

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Business Administration  
Benchmark Met?: Yes  
Outcomes:

SPT PSLO 5			
Professional			
Students will be able to assess the basic principles of business including accounting, management, marketing, promotions, finance, and economics as they relate specifically to sports.			
Academic Year 2019-2020: Business			

Term: Overview

Exceeded	<div><div></div></div>	62.5%	5
Met	<div><div></div></div>	25%	2
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	12.5%	1

BUS PSLO 5 - GEN

Professional

Students will understand general business practices and demonstrate competency of general business functions in a business setting.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	54.55%	6
Met	<div><div></div></div>	45.45%	5
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

BUS PSLO 5 - MGT

Professional

Students will understand management principles and theories and demonstrate competency of management practices in a business setting.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	50%	1
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	50%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

BUS PSLO 5 - GLO

Professional

Students will understand global business practices and demonstrate competency of global business practices in a global business setting.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	60%	3
Met	<div><div></div></div>	20%	1
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	20%	1

Analysis/Interpretation (Consideration):

Business: 15/17 students met or exceeded the standard as defined by the rubric. The benchmark was met. Students demonstrated strong professional skills in their internships and projects. Internship students were a part of the internship seminar in which professionalism was emphasized.

Sport Management: 87.5% of students satisfactorily met the standards outlined in this assessment. As such, the standard of 80% was met and exceeded. Students in SPT 200 successfully utilized the Facility Tour Reflection to identify the application of crucial business principles. This assignment was preceded by significant classroom discussion on related topics and proved valuable in their greater understanding of these concepts.

Action Plan (Use):

As the benchmarks were met, we will continue to emphasize and teach professional skills for the workplace.

MOL PSLO 1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

MOL PSLO 1

Communication

Students will communicate in writing and through presentations, academic research that addresses critical issues of personal and organizational leadership.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	58.7%	27
Met	<div><div></div></div>	34.78%	16
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	6.52%	3

Analysis/Interpretation (Consideration):

Of students completing the projects, 35/35 of students met or exceeded the benchmark. Three students did not attempt the assignment. The benchmark was met. The benchmark was met. Most students performed well on the direct evidence. A new course (MOL 502) was used to assess the direct evidence. As MOL 502 is typically taken earlier in the program, much detail was included in the to help the students complete the project well.

For the indirect evidence, based upon the 6 students completing the survey, the benchmark was met. Students were challenged to improve writing and research skills and very pleased with the learning process. In particular, students seemed very adept to using the library journal databases.

Action Plan (Use):

We will continue to emphasize the importance of communication and providing new resources as they become available.

MOL PSLO 2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

MOL PSLO 2

Critical Thinking

Students will assess various leadership theories and models within organizations and explain the impact those theories and models have on the development of the organization.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	40.74%	11
Met	<div><div></div></div>	59.26%	16
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

All 24 students met or exceeded standard. Benchmark was met. In some courses, the importance of critical thinking was emphasized throughout the semester in various assignments. It was also noted that we need to ensure academic rigor for all courses.

Action Plan (Use):

Continue to emphasize and require strong critical thinking skills in every course through grading. Reviewing and revising rubrics need to be completed to ensure academic rigor.

MOL PSLO 3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Some

Outcomes:

MOL PSLO 3

Interpersonal

Students will analyze their own leadership style and develop steps in which to more effectively work as a team, and thereby manage organizational behavior and change.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	56.25%	9
Met	<div><div></div></div>	31.25%	5
Partially Met	<div><div></div></div>	6.25%	1
Not Met	<div><div></div></div>	6.25%	1
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

All students met the benchmark. Students did well in the written project. Indirect: 2/5 students reported at least substantial progress on learning objective #5 in course evaluations. One reason for this may be that the course project is completed individually. The only opportunity for students to work together to learn is in the discussion forums.

Action Plan (Use):

We will continue to emphasize the importance of working together in teams to learn. We will also consider using another survey question to assess this or redesign the project to incorporate interpersonal skills.

MOL PSLO 4

Start: 07/01/2019

End: 06/30/2020

Providing Department: Business Administration

Benchmark Met?: Yes

Outcomes:

MOL PSLO 4

Christian Worldview

Students will define, articulate and embrace a personal philosophy of servanthood, integrity, ethics, and leadership that is grounded in a Judeo-Christian worldview and values system.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	55.56%	10
Met	<div><div></div></div>	33.33%	6
Partially Met	<div><div></div></div>	11.11%	2
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

All students met or exceeded the standard as defined by the the rubric. Benchmark was met. Students seem to have a good understanding of a Christian worldview. Perhaps this is because the Christian worldview is introduced and emphasized in MOL 501.

Action Plan (Use):

As the benchmark is met, we will continue to emphasize the Christian worldview component in course content.

MOL PSLO 5



**Start:** 07/01/2019  
**End:** 06/30/2020  
**Providing Department:** Business Administration  
**Benchmark Met?:** Yes  
**Outcomes:**

MOL PSLO 5

**Professional**

Students will demonstrate leadership knowledge, capabilities, and characteristics to positively impact the church or marketplace.

Academic Year 2019-2020: Business

Term: Overview

Exceeded	<div><div></div></div>	26.09%	6
Met	<div><div></div></div>	73.91%	17
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

**Analysis/Interpretation (Consideration):**

All students met or exceeded the standard as defined by the rubric. Benchmark was met. In MOL 500, students provided well-written plans. For some students, this was their first course in the program. Instructions were clearly written and may have contributed to the good result. In MOL 690, it was evident we will need to revise the final project rubric other course assignment rubric. Particularly, in the Spring 2 semester (not included in results), the only student enrolled did not demonstrate professional skills in the summative project.

**Action Plan (Use):**

For MOL 500, we will continue to emphasize professionalism. For MOL 690, we will be discussing how to revise the final project rubric to better assess professionalism. We will also be emphasizing the importance of professionalism in all submitted work.

# Digital Media Communications

## Digital Media - PSLO 1 Communication

Start: 07/01/2019

End: 06/30/2020

Providing Department: Digital Media Communications

Benchmark Met?: Yes

Outcomes:

PSLO 1

### Communication

Students will produce effective examples of creative and strategic communication in a variety of traditional and new media forms, demonstrating an understanding of communication theory and applications.

Academic Year 2019-2020: Digital Media

Term: Overview

Exceeded	<div><div></div></div>	76.36%	42
Met	<div><div></div></div>	14.55%	8
Partially Met	<div><div></div></div>	5.45%	3
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	3.64%	2

### Analysis/Interpretation (Consideration):

Students achieved benchmark. As a result of last year assessment, instructor used new checkpoints strategy along the way to be sure student final project work was not a surprise. This allowed for more continuous critique and success for the students

Students enjoyed collaborative project work. The work produced were good an effective examples of communication that demonstrate and understanding of communication theory. The are able to defend their work under critique.

This particular PSLO has been and continues to demonstrate consistency.

### Action Plan (Use):

We will continue to monitor the success of the students in meeting the benchmark of this outcome.

## Digital Media - PSLO 2 Information Literacy / Critical Thinking

Start: 07/01/2019

End: 06/30/2020

Providing Department: Digital Media Communications

Benchmark Met?: Yes

Outcomes:

PSLO 2

### Information Literacy/Critical Thinking

Students will research current and trending topics to analyze, evaluate, and interpret texts, media products, performances, and human interaction with, and use of, digital media.

Academic Year 2019-2020: Digital Media

Term: Overview

Exceeded	<div><div></div></div>	73.77%	45
Met	<div><div></div></div>	9.84%	6
Partially Met	<div><div></div></div>	1.64%	1
Not Met	<div><div></div></div>	4.92%	3
Not Attempted	<div><div></div></div>	9.84%	6

### Analysis/Interpretation (Consideration):

Faculty reported this higher quality of work this year overall in this outcome. There was good conversation and writing demonstrating critical thinking and the ability to analyze, evaluate and interptret texts and media products.

Regarding DIG 102 (Indirect Assessment) - Professor reports continued value of the course by students. There will be some need to adjust this course.

There was significant discussion about the placement of copyright training and need for thsi tyoe of training for all students as media world changes.

Action Plan (Use):

Update DIG 102- What are the rules for working in the virtual world?

Add more copurght training in COM 163 Possible add intellectual copyrights attorneyc nversation.

Review new direct assessmen for PSLO 2 asCOM 373 is no longer required for all.

Digital Media - PSLO 3 Interpersonal Skills

Start: 07/01/2019

End: 06/30/2020

Providing Department: Digital Media Communications

Benchmark Met?: Yes

Outcomes:

PSLO 3

Interpersonal Skills

Students will demonstrate leadership skills in production environments by participating with and leading teams of peers.

Academic Year 2019-2020: Digital Media

Term: Overview

Exceeded	<div><div></div></div>	43.08%	28
Met	<div><div></div></div>	44.62%	29
Partially Met	<div><div></div></div>	4.62%	3
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	7.69%	5

Analysis/Interpretation (Consideration):

Benchmark was met.

One section of DIG 303 was not met by a slight margin.

Instructor collaborated with Writing for Media class to develop scripts for students teams to use. Student team had solid starting point with the scripts and then built there work from that point.

Instructor added use of pre-production checkpoints as a result of action plan from last year. While this was helpful, the focus on checkpoints limited the time for "shooting" later in the semester.

It is challenging for everyone on a team to participate in all of the elements of production, for example, someone always get stuck doing post production

One challenge with student working with and leading teams is sharing media. This requires servers with off-site access. UVF DM currently does not have this.

We need to consider securing a DROBO server so that students can collaborate in REAL TIME using real world hardware/software.

There was a move to ANCHOR Podcasting hosting platform for students in DIG 321. This was a result of planned action from last year.

There continue to be students that simply do not attempt.

88% of students surveyed indicated they are confident or very confidant leading a group of peers.

We should consider DIG 321.

Action Plan (Use):

We should reconsider use of DIG 321 as a 1 credit vs 3 credit to develop and assess participation with and leadership of teams.

Indirect Measure was missed and need to confirm that custom question on course evaluation will carry over from year to year.

Digital Media - PSLO 4 Christian Worldview

Start: 07/01/2019

End: 06/30/2020

Providing Department: Digital Media Communications

Benchmark Met?: Yes

Outcomes:

PSLO 4

Christian Worldview

Students will define and articulate a personal theology of service and leadership that incorporates their faith and Christian worldview with their commitment to digital media.

Academic Year 2019-2020: Digital Media

Term: Overview

Exceeded	<div><div></div></div>	63.64%	28
Met	<div><div></div></div>	20.45%	9
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	4.55%	2
Not Attempted	<div><div></div></div>	11.36%	5

Analysis/Interpretation (Consideration):

Benchmark was met with one person not completing for COM 143.

There was conversation about increasing scope of the assignment that more thoroughly includes commitment to digital media portion of the PSLO 4

ENG 333 was not met in the spring section. Gospel fluency did not seem to be a part of the work. Instructor expressed concern that students have difficulty in expressing death to life in Christ or expressing their testimony. It is possible that the assignment was not clear, but, this has not been an issue in the past.

There

Action Plan (Use):

There should be continued focus on this PSLO. Faculty desire to continue see students become more Gospel fluent. Have Faculty share their own testimony and Christian worldview as part of Academic Chapel. Provide students with opportunity to see our faculty in more transparent way to learn how we

Digital Media - PSLO 5 - Professional

Start: 07/01/2019

End: 06/30/2020

Providing Department: Digital Media Communications

Benchmark Met?: Some

Outcomes:

PSLO 5

Professional

Students will develop and produce digital media products integrating information through writing, audio, design, photography, video, and web design using a variety of modern technologies.

Academic Year 2019-2020: Digital Media

Term: Overview

Exceeded	<div><div></div></div>	61.36%	27
Met	<div><div></div></div>	25%	11
Partially Met	<div><div></div></div>	4.55%	2
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	9.09%	4

Analysis/Interpretation (Consideration):

Students that met the benchmark generally demonstrate quality work. Some have quality and quantity issues. This is obvious in the audio, design, and video category. Discussion regarding the photography seminar course that provided "pre-prodcution" opporunity

There is definite need to add a "pre-production" course for audio, and video. Due to change to DM- graphic Deisgn & Photography major, design is now covered. Faculty agree for need to add Senior Audio Seminar and Senior Video seminar that will be required prior to Sr. Capstone Projects

Thwere were significant issues to equipment due to COVID. Students were at a signi

**Action Plan (Use):**

Encourage students to use Adobe Assets, Spark, etc, to share professional portfolio assets for maintaining their professional portfolios.

Add Senior Audio Seminar & Senior Video Seminar Course prior to capstone coures to be sure of adeaquate content.

Students pass the classes and do semi-well, but, we need to have a way for students to demonstrate that they have the capacity to understand professional.

**Digital Media - PSLO 6 Professional**

**Start:** 07/01/2019

**End:** 06/30/2020

**Providing Department:** Digital Media Communications

**Benchmark Met?:** Some

**Outcomes:**

PSLO 6			
Professional			
Students will produce and publish digital media in various formats using modern communication technologies.			
Academic Year 2019-2020: Digital Media			
Term: Overview			
Exceeded	<div><div></div></div>	52.08%	25
Met	<div><div></div></div>	31.25%	15
Partially Met	<div><div></div></div>	4.17%	2
Not Met	<div><div></div></div>	12.5%	6
Not Attempted	<div><div></div></div>	0%	0

**Analysis/Interpretation (Consideration):**

COM 310 Benchmark was met (just barely). Overall work in this area was excellent. As usual, students with design skills really excelled. Course is required for music majors as well so results are skewed as design skills are required for the course. Some students were encouraged to secure help in design, but, failed to do so. There was discussion of student need to think beyond being 21 years old and working at an entry level job. There is need for students to value the public display of their work.

Some results are affected by COVID 19 as students received incomplete: MTN 411 -2 Incomplete; DIG 432 - 2 Incomplete. Normally students complete this during ELITE Festival, but, due to COVID ELITE was cancelled.

Discussion of adding requirement for audio and video capstone work that use public platforms for publishing student. Work

**Action Plan (Use):**

Audio and Video capstone courses need to add a more public presentation of the work. E.G. Spotify, Film Festival.

Use Adobe software to create web collector and publish all Senior Portfolio projects

# Education

## PSLO 1 COMMUNICATION

Start: 07/01/2019

End: 06/30/2020

Providing Department: Education

Benchmark Met?: Some

Outcomes:

PSLO 1

### Communication

Students will communicate effectively, orally and in writing, for a diverse audience within educational settings.

Academic Year 2019-2020: Education

Term: Overview

Exceeded	<div><div></div></div>	60%	6
Met	<div><div></div></div>	30%	3
Partially Met	<div><div></div></div>	10%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

### Analysis/Interpretation (Consideration):

The Oral Presentation assignment in ECE 123 remains a solid way to assess communication skills in students. Assessments in both EDU 263 and ECE 204 reflect the need to restructure assignments in order to make them more accessible to students. The Philosophy of Education assignment in EDU 263 had proven to be too challenging for freshmen and was revised last year; hence, this year the benchmark was met. For the last several years we have not met the benchmark with the Developmentally Appropriate Practice (DAP) Research paper in ECE 204. Previous attempts to correct this have been directed at providing more writing instruction to students. This year, when once again the benchmark was not met, I realized that students were having difficulty finding up-to-date sources on this topic. Therefore, for next year I've restructured the assignment to focus on one particular source (NAEYC's position paper on DAP). This should more closely assess students' written communication skills.

Our indirect assessment for PSLO is education interviews. We had only one interview this year, which was successful.

### Action Plan (Use):

As I mentioned above, for next year I've restructured the assignment to focus on one particular source (NAEYC's position paper on DAP). This should more closely assess students' written communication skills.

We hope to interview more students when the Covid 19 testing ban is lifted and student pass their Praxis exams.

## PSLO 2 INFORMATION LITERACY/CRITICAL THINKING

Start: 07/01/2019

End: 06/30/2020

Providing Department: Education

Benchmark Met?: Yes

Outcomes:

PSLO 2

### Information Literacy/Critical Thinking

Students will access, evaluate and utilize current educational research and literature based on knowledge of best practices and academic standards.

Academic Year 2019-2020: Education

Term: Overview

Exceeded	<div><div></div></div>	81.82%	9
Met	<div><div></div></div>	9.09%	1
Partially Met	<div><div></div></div>	9.09%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

In EDU 433, a new assignment was used to assess information literacy/critical thinking to replace a previous one that the current instructor felt was not accessible to students. A new rubric was utilized in EDU 363. Both of these changes reflect the need to align the assessments with the American College and Research Libraries Information literacy standards for pre-service teachers.

While the benchmark was met in our indirect assessment for this PSLO, as a result of Covid 19, the student teaching semester was cut short. Had the semester been completed, results may have varied.

Action Plan (Use):

We plan to continue to monitor students' performances in this area and adjust our instruction as needed.

PSLO 3 INTERPERSONAL SKILLS

Start: 07/01/2019

End: 06/30/2020

Providing Department: Education

Benchmark Met?: Yes

Outcomes:

PSLO 3

Interpersonal Skills

Students will establish and maintain professional demeanor and relationships with students, colleagues, parents and supervisors in educational settings.

Academic Year 2019-2020: Education

Term: Overview

Exceeded	<div><div></div></div>	68.18%	15
Met	<div><div></div></div>	27.27%	6
Partially Met	<div><div></div></div>	4.55%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Both of these assessments were affected by Covid 19. EDU 383, the junior level (stage 3) field experience, was cut short. Although we met the benchmark, results may have varied had students remained in the classrooms until the end of the semester. Also as a result of Covid 19, the group project in CMS 233 was completed online. However, students still worked in groups (utilizing interpersonal skills) and did well on the assignment. Not related to the online shift, the instructor updated the rubric used to grade this assignment to align with PA's Danielson model.

Action Plan (Use):

Although the benchmark was met in EDU 383, changes have been made to the written reflection assignment to more closely align to PDE competencies. We believe these changes will require a deeper use of interpersonal skills, as well, since future students will need to interact with school personnel in order to write the reflection.

PSLO 4 CHRISTIAN WORLDVIEW

Start: 07/01/2019

End: 06/30/2020

Providing Department: Education

Benchmark Met?: Yes

Outcomes:

PSLO 4

Christian Worldview

Students will articulate a philosophy of education that is consistent with a Christian Worldview and integrate Christian principles into professional practice.

Academic Year 2019-2020: Education

Term: Overview

Exceeded	<div><div></div></div>	68.75%	11
Met	<div><div></div></div>	31.25%	5
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0



Analysis/Interpretation (Consideration):

The Cultural Autobiography assignment in EDU 413 remains an efficient way to assess students' understanding of the Christian worldview within their philosophy of education.

Regarding the assessment in EDU 443, two years ago the benchmark was not met and the department decided to alter the rubric to emphasize the Christian worldview components of the assignment more deeply. Professor Aspito was subsequently replaced by Professor Behnke as the instructor of this class. The rubric was rewritten and in 2019 the benchmark was met.

Action Plan (Use):

Regarding EDU 443's embedded assessment, although the benchmark was met this year, there were two areas on the rubric that could have been stronger: the nature of the learner and curriculum. Professor Behnke would like to rewrite the lecture to make the worldview integration clearer on these two points.

PSLO 5 PROFESSIONAL

Start: 07/01/2019

End: 06/30/2020

Providing Department: Education

Benchmark Met?: Yes

Outcomes:

PSLO 5			
Professional			
Students will design, implement, and reflect upon instruction that is aligned with best practices and academic standards and that meets the educational needs of diverse learners.			
Academic Year 2019-2020: Education			
Term: Overview			
Exceeded	<div></div>	78.26%	18
Met	<div></div>	13.04%	3
Partially Met	<div></div>	4.35%	1
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	4.35%	1

Analysis/Interpretation (Consideration):

Although the benchmark in the SPE 403 embedded assessment was met, we felt we were overburdening a very busy adjunct in asking her to report on this data. As a result the department has decided to change the embedded assessment to a different course that is not taught by an adjunct, since it is sometimes difficult for adjuncts to take on the extra responsibilities of assessment.

Our second direct assessment is related to the Teacher Work Sample completed by the student teachers. Due to Covid 19, student teaching was cut short and his assignment was not completed.

Although our indirect assessment is also related to student teaching, student were able to complete their self-evaluation form based on the nine weeks they did spend in the classroom.

Action Plan (Use):

In the future, the PSLO 5 assessment previously assigned to SPE 403 will be replaced with EDU 353's unit on U.S. History.

# Intercultural Studies

## Deaf Culture Studies PSLO5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Intercultural Studies

Benchmark Met?: Yes

Outcomes:

There seemed to be some errors with entry of this information as I could not get to the specific outcomes entered by the professor. I could only get an overview stating that 3 out of 3 exceeded the outcome.

Deaf Culture Studies PSLO 5

Professional

The students will be able to perform pastoral and Christian Ministry responsibilities in the development and administration of the local Deaf Church, within an intercultural context.

Academic Year 2018-2019: Intercultural Studies

Term: Overview

No Results

Analysis/Interpretation (Consideration):

unable to analyze due to insufficient information.

Action Plan (Use):

Need to train faculty on how to enter information.

## ICS UG PSLO1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Intercultural Studies

Benchmark Met?: Yes

Outcomes:

Benchmark was met.

PSLO 1

Communication

Students will express ideas and arguments skillfully and persuasively when speaking or writing by applying the theories and techniques of creative, linguistic, literary and rhetorical studies.

Academic Year 2018-2019: Intercultural Studies

Term: Overview

Exceeded	<div><div></div></div>	70.83%	68
Met	<div><div></div></div>	11.46%	11
Partially Met	<div><div></div></div>	4.17%	4
Not Met	<div><div></div></div>	6.25%	6
Not Attempted	<div><div></div></div>	7.29%	7

Analysis/Interpretation (Consideration):

allowing students to choose a person for biographical presentation was helpful as it encouraged them to choose someone they were interested in.

Action Plan (Use):

Continue to monitor course for potential ways to improve.

## ICS UG PSLO2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Intercultural Studies

Benchmark Met?: Yes

Outcomes:

benchmark met.

PSLO 2

Information Literacy/Critical Thinking

Students will use information literacy skills to analyze, interpret and evaluate information within cultural and historical contexts through reading, writing, and research.

Academic Year 2018-2019: Intercultural Studies

Term: Overview

Exceeded	<div><div></div></div>	45.45%	10
Met	<div><div></div></div>	4.55%	1
Partially Met	<div><div></div></div>	4.55%	1
Not Met	<div><div></div></div>	40.91%	9
Not Attempted	<div><div></div></div>	4.55%	1

Analysis/Interpretation (Consideration):

I had technical difficult with the data fields on campus labs; imported outcomes differed from what appeared on the outcomes page.

Action Plan (Use):

Profs and especially Adjuncts need to be forewarned at the start of the semester about assessments and especially assignments that are tied to assessments. Dept to make sure that this happens at the outset of each semester.

# Ministry Leadership and Theology

## MA CLE PSLO3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

Course had one student who was not able to attempt component due to COVID 19 and family issues.

MA CLE PSLO 3			
Interpersonal Skills			
Students will analyze their own leadership style and develop steps in which to more effectively work as a team.			
Academic Year 2019-2020: Ministry, Leadership and Theology			
Term: Overview			
Exceeded	<div></div>	0%	0
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	100%	1

Analysis/Interpretation (Consideration):

One student not attempted due to COVID 19 and family issues.

Action Plan (Use):

## MA CLE PSLO5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?:

Outcomes:

100% met

Analysis/Interpretation (Consideration):

All students met.

Action Plan (Use):

More tools to help students at the beginning of semester with Turabian and how to do research

## MA THE PSLO1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

Students who atttempted met benchmark.

Analysis/Interpretation (Consideration):

Students given opportunity to revise and improve work; all who took advantage of this showed improvement

Action Plan (Use):

Introduce Turabian earlier along with tools for doing research. Dr. Brubaker to revise course per his own recommendations

## MA THE PSLO2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

All students who attempted did well. Exceptional students...

MA THE PSLO 2

Information Literacy/Critical Thinking

Students will analyze empirical, leadership and theological concepts in cross-cultural settings and directly assess and formulate leadership concepts to enrich that particular culture.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div></div>	100%	5
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

Students did very well

Action Plan (Use):

We should continue to monitor for excellence.

MA THE PSLO3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

Students all did very well.

Analysis/Interpretation (Consideration):

All students performed well.

Action Plan (Use):

Continue to monitor course for continued excellence.

MA THE PSLO4

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

all students met benchmark.

Analysis/Interpretation (Consideration):

Students did well on quizzes except one; followed up found nothing wrong with quiz.

Action Plan (Use):

continue to monitor course for excellence.

MA THE PSLO5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

3 of five students did well, two did not complete.

THE PSLO 5

Professional

The student will be able to formulate, organize, and compose academic papers and make presentations in the field at an advanced level of proficiency compatible with graduate studies.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	100%	1
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

MA THE PSLO 5

Professional

The student will be able to formulate, organize, and compose academic papers and make presentation sin the field in this advanced level of proficiency compatible with graduate studies.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	40%	2
Met	<div><div></div></div>	20%	1
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	40%	2

Analysis/Interpretation (Consideration):

The incompletes were due to requested extensions.

Action Plan (Use):

Prof. recommends increasing requirements on bibliography to assist students in growing their research capabilities.

MLT CRE PSLO1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

100% achieved.

Analysis/Interpretation (Consideration):

Students struggled with adjustment into Turabian.

Action Plan (Use):

Perhaps consider ways of improving attention to plagiarism issues and preparing pre-seminary and grad school candidate students for academic writing.

MLT MA CLE PSLO2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

Thesis students met standard by 100% ;one student not attempted due to COVID19 and family illness

PSLO 2 - Non-Course

Information Literacy/Critical Thinking - Credentialing Exam

The student will be able to locate, evaluate, and utilize biblical, theological and related information in ministry related endeavors.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	33.33%	2
Met	<div><div></div></div>	66.67%	4
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

PSLO 2 - Courses

Information Literacy/Critical Thinking - Assigned

The student will be able to locate, evaluate, and utilize biblical, theological and related information in ministry related endeavors.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	83.93%	47
Met	<div><div></div></div>	5.36%	3
Partially Met	<div><div></div></div>	3.57%	2
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	7.14%	4

Analysis/Interpretation (Consideration):

course was based on a previous dept. ethos that may no longer be present.

Action Plan (Use):

Could revisit whether this course continues to reflect what want in this program for our students, as with revisions in MA in Theology.

MLT UG PSLO2

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

PSLO 2

Information Literacy/Critical Thinking

The student will be able to locate, evaluate, and utilize biblical, theological and related information in ministry related endeavors.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	71.43%	50
Met	<div><div></div></div>	12.86%	9
Partially Met	<div><div></div></div>	2.86%	2
Not Met	<div><div></div></div>	4.29%	3
Not Attempted	<div><div></div></div>	8.57%	6

Analysis/Interpretation (Consideration):

With online credentialing exam students have one opportunity to retake.

Action Plan (Use):

Since first time through with changes we continue to monitor AG credential exams. Revisit NT and OT Survey to ensure that these connect to content on exams. Four not attempted; We need to look at online students as this issue relates to those students primarily. [significant drop in "not attempted" this year as compared to last year (12); percentages though were fairly close].

MLT UG PSLO3

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology



Benchmark Met?: Yes  
Outcomes:

Results were good because students tend to have good people skills.

PSLO 3

Interpersonal Skills

The student will be able to establish and maintain professional demeanor and relationships within the church and community.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	80.95%	17
Met	<div><div></div></div>	14.29%	3
Partially Met	<div><div></div></div>	4.76%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):  
Student flexibility was apparent in assessment.

Action Plan (Use):

Look at internship seminar for potential revisions; students appear to be adequately prepped. Recommend comparing ICS internship seminar results with MLT dept. results. Discuss with registrar to explore maintaining course sections to distinguish internships by major. Adjust PSLOs to reflect new Family Studies major.

MLT UG PSLO4

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

Benchmark was barely met; lots of not attempted.

PSLO 4

Christian Worldview

The student will be able to articulate and model essential spiritual disciplines for personal growth.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	62.81%	76
Met	<div><div></div></div>	8.26%	10
Partially Met	<div><div></div></div>	2.48%	3
Not Met	<div><div></div></div>	12.4%	15
Not Attempted	<div><div></div></div>	14.05%	17

Analysis/Interpretation (Consideration):  
Fall semester results were better than Spring; perhaps COVID related. Not surprising for gen ed course to be lower.

Action Plan (Use):

Look at syllabus with Sophie and Pres Kim; worth considering choosing a different course since this is a gen ed course.

MLT UG PSLO5

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

CHL PSLO 5

Professional

The student will be able to serve on a pastoral team in the development and administration of ministry to infant through elementary children in the local church and community.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	50%	1
Met	<div><div></div></div>	50%	1
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

YTH PSLO 5

Professional

The student will be able to serve on a pastoral team in the development and administration of ministry to middle school through college-age students in the local church and community.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	50%	8
Met	<div><div></div></div>	25%	4
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	12.5%	2
Not Attempted	<div><div></div></div>	12.5%	2

ML PSLO 5

Professional

The student will be able to perform pastoral responsibilities in the development and administration of the local church or perform skills in a marketplace setting.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	66.67%	16
Met	<div><div></div></div>	12.5%	3
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	12.5%	3
Not Attempted	<div><div></div></div>	8.33%	2

PST PSLO 5

Professional

The student will be able to perform pastoral responsibilities in the development and administration of the local church.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	72.22%	13
Met	<div><div></div></div>	11.11%	2
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	11.11%	2
Not Attempted	<div><div></div></div>	5.56%	1

THE PSLO 5

Professional

The student will be able to formulate, organize, and compose academic papers and make presentations in the field at an advanced level of proficiency compatible with graduate studies.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	100%	1
Met	<div><div></div></div>	0%	0

Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Large impact in spring semester due to COVID19 impact.

Action Plan (Use):

Need to look at Professional aspect of internships as there seem to be some gaps reflected in the not attempted.

MLT-UG PLSLO1

Start: 07/01/2019

End: 06/30/2020

Providing Department: Ministry Leadership and Theology

Benchmark Met?: Yes

Outcomes:

PSLO 1

Communication

The student will be able to communicate the biblical text in oral and written forms in an audience appropriate manner.

Academic Year 2019-2020: Ministry, Leadership and Theology

Term: Overview

Exceeded	<div><div></div></div>	25.81%	8
Met	<div><div></div></div>	51.61%	16
Partially Met	<div><div></div></div>	12.9%	4
Not Met	<div><div></div></div>	3.23%	1
Not Attempted	<div><div></div></div>	6.45%	2

Analysis/Interpretation (Consideration):

Benchmark was met, though none exceeded. The assessment is somewhat limited because it only looks at one course. This has typically been a strong suite of the dept.

Action Plan (Use):

Look at other ways to expand this to include other courses and get a broader read. Reduction in preaching courses have resulted in fewer courses being assessed. Perhaps look to courses with a written assignment for assessing. Senior capstone project may be a possibility. Look at early course and later course. Maybe add the Foundations Course (first sermon).

# Music

## PSLO 1 CHM/MED

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

CHM/MED PSLO 1

### Communication

Students will communicate competently using musical vocabulary through both writing and speech.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	63.64%	14
Met	<div><div></div></div>	31.82%	7
Partially Met	<div><div></div></div>	4.55%	1
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

### Analysis/Interpretation (Consideration):

Although benchmarks were met for both semesters, the instructor expressed a desire to see an improvement in the introductions and conclusions of student essays. In the spring semester, these sections of the essays had improved, and the instructor attributes this improvement to the expectations that were outlined early in the semester.

### Action Plan (Use):

The progress demonstrated between the fall and spring semesters points to the importance of reviewing expectations with students earlier rather than later. We feel this is an important approach that should be utilized in other classes throughout the department, not just in the classes associated with PSLO 1.

## Graduate PSLO 1

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MMT PSLO 1

### Communication

Students will creatively and effectively express music and communicate ideas through the use of music technology.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	85.71%	6
Met	<div><div></div></div>	14.29%	1
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

### Analysis/Interpretation (Consideration):

We reviewed how graduate students express music and communicate through the use of music technology in MUS 520 Advanced Chromatic Harmony. Although students are learning to effectively express musical ideas, we agreed that additional assignments are needed to reinforce this communication through music technology.

### Action Plan (Use):

We discussed this outcome and agree that the best approach to reinforcing communication through music technology would be for the instructor to add additional assignments that enable students to effectively communicate harmony, late 19th century tendencies, and form.

Graduate PSLO 2

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MMT PSLO 2

Information Literacy/Critical Thinking

Students will perform quality academic research in the field of music technology using the most advanced and up to date scholarly works on music technology, and prepare them for entry into additional degree programs and doctoral studies.

Academic Year 2019-2020: Music  
Term: Overview

Exceeded	<div></div>	100%	15
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

Although students met the benchmarks for Graduate PSLO 2, in the fall semester some did struggle with statistical procedures in preparation for their research projects. We are very pleased, however, with the quality of the final research papers that were written in the spring semester, in spite of the fact that some graduate students had a few issues with mechanics, sentence structure, and the ability to write in formal prose. Compared to last year, however, this is much improved. Evidence indicates that the instructor included lessons that reviewed how to locate articles using academic databases, how to summarize/abstract articles, and weekly group discussions of students' literature reviews.

Action Plan (Use):

We agree that, for MUS 510, it would be beneficial for the instructor to add an additional exercise to the worksheet packet in which students are required to select an appropriate statistical test given a particular scenario.

We also concluded that, for MUS 515, it would be useful for the instructor to continue to review approaches to paraphrasing literature, and to reinforce the APA style.

Graduate PSLO 3

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MMT PSLO 3

Interpersonal Skills

Students will demonstrate interpersonal skills by leading and collaborating in music technology settings.

Academic Year 2019-2020: Music  
Term: Overview

Exceeded	<div></div>	100%	10
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

Depending on the class, students either provided peer reviews of their assignments, or collaborated by creating complex MIDI sequences and various post production tasks. In many cases, issues were raised in the peer review component that were also noticed by the instructor. This is evidence that students are understanding what to look for when evaluating and/or collaborating on assignments. At times, the peer feedback tended to drift towards topics that were not completely relevant.

Action Plan (Use):

We agreed that a standard set of peer review questions might be helpful to bring more focus to the collaboration and provide students with a framework they can use to construct more detailed and relevant comments.

Graduate PSLO 4

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MMT PSLO 4			
Christian Worldview			
Students will integrate music technology knowledge and practice within the framework of Christian values and a Christian worldview.			
Academic Year 2019-2020: Music			
Term: Overview			
Exceeded	<div><div></div></div>	90%	9
Met	<div><div></div></div>	10%	1
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

The graduate students clearly embrace a Christian worldview, as evidenced by the quality and content of both their final Ethics Paper and Copyright Paper. Although some grammatical errors were present, the content was relevant and was written from a Christian worldview.

Action Plan (Use):

We agreed with the faculty member's recommendation to highlight the importance of citing multiple and differentiating sources for the research papers. In light of the successful Copyright paper, and its relevance, the instructor will encourage students to select a focused and relevant topic for this assignment.

Graduate PSLO 5

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MMT PSLO 5			
Professional			
Students will develop music ministry, education, and performance in schools, churches, and the broader community.			
Academic Year 2019-2020: Music			
Term: Overview			
Exceeded	<div><div></div></div>	100%	11
Met	<div><div></div></div>	0%	0
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

The music faculty agree that the quality of the compositions of our graduate students are professional on every level. This year, students developed musical material using a theme-and-variations model. They also demonstrated their ability to compose multiple melodic, harmonic, and rhythmic variations on their chosen themes. Additionally, the composition students created larger works and exhibited growth in their understanding of form and the balance between repetition and variation in these longer works.

Action Plan (Use):

We discussed the issue of time management for composers. Often composition students tend to procrastinate when working on a composition. The instructors will reinforce to students next year that it would be more beneficial to set aside daily time to compose, rather than work on their pieces once or twice per week.

PSLO 2 CHM/MED

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

CHM/MED PSLO 2				
Information Literacy/Critical Thinking				
Students will search for information in a variety of formats and evaluate the quality, appropriateness, and application of that information to problem solving within the discipline of music and for continued professional development.				
Academic Year 2019-2020: Music				
Term: Overview				
Exceeded	<div><div></div></div>	53.85%	7	
Met	<div><div></div></div>	23.08%	3	
Partially Met	<div><div></div></div>	23.08%	3	
Not Met	<div><div></div></div>	0%	0	
Not Attempted	<div><div></div></div>	0%	0	

Analysis/Interpretation (Consideration):

In several of the final papers from the fall semester, it was evident that students were not careful with their grammar. Additionally the instructor felt students could have been more effective in locating and evaluating resources for their projects. However, by the end of the school year, a significant difference was observed in the quality of the papers submitted, with the exception of one student who plagiarized. As with PSLO 1, the instructor was intentional about outlining the expectations for the paper early in the semester. Additionally, the instructor continued to revisit these expectations throughout the course of the semester.

Action Plan (Use):

Once again, we see the benefit of early intervention and the value of communicating expectations clearly and frequently. The faculty feel this approach should become the norm across all courses in the department.

PSLO 3 CHM

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

CHM PSLO 3				
Interpersonal Skills				
Students will manage individual and group relationships at the personal and professional level, including conflict resolution.				
Academic Year 2019-2020: Music				
Term: Overview				
Exceeded	<div><div></div></div>	100%	9	
Met	<div><div></div></div>	0%	0	
Partially Met	<div><div></div></div>	0%	0	
Not Met	<div><div></div></div>	0%	0	



Analysis/Interpretation (Consideration):

As in previous years, we have observed strong interpersonal skills among our students. We attribute these skills to the institutional culture that prevails among our students, staff, and faculty. As a private Christian institution of higher education, we greatly value the relationships that are formed and cultivated in and around our community. We have also observed humility and servanthood among our music majors. These qualities certainly contribute to the strong interpersonal skills we have observed, particularly when it comes to managing conflicts.

Action Plan (Use):

The resources and opportunities we provide for our students in the area of spiritual formation (ie. discipleship, small groups, chapel services, etc.) have impacted their interpersonal skills. We should continue to provide these opportunities, and enhance them, to ensure our students apply these biblical principles to their lives.

PSLO 4 CHM/MED

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

CHM PSLO 4			
Christian Worldview			
Students will define and articulate a personal philosophy of service and leadership that incorporates faith and a Christian worldview.			
Academic Year 2019-2020: Music			
Term: Overview			
Exceeded	<div></div>	53.57%	15
Met	<div></div>	25%	7
Partially Met	<div></div>	3.57%	1
Not Met	<div></div>	17.86%	5
Not Attempted	<div></div>	0%	0

MED PSLO 4			
Christian Worldview			
Students will define and articulate a personal philosophy of service and leadership that incorporates faith and a Christian worldview.			
Academic Year 2019-2020: Music			
Term: Overview			
Exceeded	<div></div>	0%	0
Met	<div></div>	100%	1
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

Although some of the benchmarks in the fall semester were not met due to low enrollment courses, the majority of students still articulated personal philosophies of service and leadership that incorporated a Christian worldview.

Action Plan (Use):

We believe that continued emphasis should be placed upon the specific elements to be discussed in the written philosophies (both in Music Education and Church Music programs). One instructor will be more proactive in communicating these expectations in his online version of the class.

PSLO 5 CHM/MED

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music

Benchmark Met?: Some

Outcomes:

CHM/MED PSLO 5

Professional

Students will display excellence in vocal, keyboard or instrumental music performance.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	62.67%	47
Met	<div><div></div></div>	26.67%	20
Partially Met	<div><div></div></div>	8%	6
Not Met	<div><div></div></div>	2.67%	2
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

In the fall we normally assess MUS 600's Applied Music Jury evaluations, and in the spring we assess MUS 010 Recital Hour- Upper Divisional Exam. Due to COVID-19, however, we were unable to complete the Upper Division Exam this semester. Consequently, based on the data collected, analyzed, and discussed for the fall 2019 semester, we are pleased with the results of the data for the applied jury exams. The majority of students are practicing a minimum of 50 hours for the semester, with many students exceeding this requirement. The strong results of the jury exams reflect the number of hours students are practicing on their instruments.

Action Plan (Use):

On August 14, 2020, the Department Chair will hold a meeting with all applied music instructors. At this meeting, the Chair will include a review the strong results of the jury exams, and remind faculty to continue keeping their students accountable in terms of their practice hours. We feel this is a critical area for our students, since proficiency on their instruments will be necessary for their success in their chosen areas of concentration.

PSLO 6 CHM

Start: 07/01/2019

End: 06/30/2020

Providing Department: Music

Benchmark Met?: Yes

Outcomes:

CHM PSLO 6

Professional

Students will demonstrate skills in church music administration.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	50%	3
Met	<div><div></div></div>	50%	3
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

Although students met the professional benchmark for PSLO 6 (CHM), the instructor expressed concern that a few students struggled with some components of the course (budgeting & salary structures). The instructor affirmed he would bring clarification to these two items next time the course is offered.

Action Plan (Use):

The instructor will devote more class time to the areas of budgeting and salary structures in Church Music Administration classes. We believe this approach will assist students in their understanding of these practical areas of Church Music ministry.

PSLO 6 MED

Start: 07/01/2019

End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MED PSLO 6

Professional

Students will demonstrate excellence in planning, organizing, and implementing instructional experiences in the elementary and secondary classroom from a pluralistic and multicultural perspective.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div></div>	100%	1
Met	<div></div>	0%	0
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

One student completed their student teaching experience this past year (fall semester) and implemented appropriate lesson plans in extremely diverse settings. This student demonstrated multicultural sensitivity throughout her student teaching experience. Based on previous semesters, our students tend to excel at presenting instructional experiences from a pluralistic and multicultural perspective.

Action Plan (Use):

We feel it is important to continue emphasizing the multicultural perspective in Student Teaching Seminar, as well as in Elementary and Secondary Music Methods courses.

PSLO 6 MPERF

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music  
Benchmark Met?: Yes  
Outcomes:

MPERF PSLO 6

Professional

Students will perform at a professional level on their primary instrument.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div></div>	80%	4
Met	<div></div>	20%	1
Partially Met	<div></div>	0%	0
Not Met	<div></div>	0%	0
Not Attempted	<div></div>	0%	0

Analysis/Interpretation (Consideration):

In Jury Exams, two of the five students presented unacceptable performances. This was caused by a lack of technical development throughout the semester. These students were advised to address their deficiencies. On the other hand, the one student who performed his senior recital was successful on every level. We attribute this to his hard work and talent. The benchmarks were still met.

Action Plan (Use):

We believe the ability to perform well is directly linked to the number of hours of practice students commit to each semester. Consequently, we will continue to prioritize and emphasize the importance of practice hours not only to our students (during Academic Chapels), but also to our applied lesson instructors.

PSLO 6 MPROD

Start: 07/01/2019  
End: 06/30/2020  
Providing Department: Music

Benchmark Met?: Yes

Outcomes:

MPROD PSLO 6

Professional

Students will demonstrate excellence in music production techniques.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	9.09%	1
Met	<div><div></div></div>	54.55%	6
Partially Met	<div><div></div></div>	27.27%	3
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	9.09%	1

Analysis/Interpretation (Consideration):

This benchmark measures the number of students who achieve Pro-Tools certification. Although students met the established benchmark, fewer students exceeded this benchmark. Our conversation centered around the fact that most students do not understand the value of efficiency in workflow.

Action Plan (Use):

We discussed a plan for the instructor to emphasize the importance of shortcuts and workflow efficiency when working with Pro-Tools.

PSLO 6 WL

Start: 07/01/2019

End: 06/30/2020

Providing Department: Music

Benchmark Met?: Yes

Outcomes:

WL PSLO 6

Professional

Students will demonstrate excellence in worship leading.

Academic Year 2019-2020: Music

Term: Overview

Exceeded	<div><div></div></div>	60%	3
Met	<div><div></div></div>	40%	2
Partially Met	<div><div></div></div>	0%	0
Not Met	<div><div></div></div>	0%	0
Not Attempted	<div><div></div></div>	0%	0

Analysis/Interpretation (Consideration):

We believe results were strong relative to this outcome because the majority of students served as worship leaders in their churches (both paid and volunteers). This important factor contributed to the invaluable hands-on experience students were receiving and, as a result, helped reinforce the skills and concepts being addressed in class. Consequently, results were strong.

Action Plan (Use):

We discussed the need for students to receive more specific feedback regarding their worship leading skills. This need was also articulated by students at the Senior Roundtable meeting in the fall semester. As a result of our conversation, we will provide more class time in the Worship Leading Seminar courses to provide this specific feedback.