

Unit Assessment Plan

Submit to the Institutional Research and Assessment Office by August 1st

The goal of this unit assessment is to inform institutional effectiveness. Institutional effectiveness assessment is conducted to determine the extent to which the college is achieving its mission. The unit supports this by identifying expected outcomes, assessing the extent to which it achieves these outcomes, and providing evidence of improvement based on analysis of the results.

Plan for Next Academic/Fiscal Year:

For implementation the fiscal/academic year of: 2017-2018

Person submitting report: Cari Lott

Unit name: Academic Affairs

Unit mission: The mission of the Academic Affairs Office is to collaborate with the campus community to promote great teaching and graduate well-educated student-citizens.

Areas included in the unit: Vice President for Academic Affairs, Registrar, Institutional Research and Assessment

Outcomes	Outcome Target	Institutional Link
What do you want to accomplish? Please list at least two outcomes your unit will be assessing in the next few years to determine improvement in operational processes or procedures. Sometimes outcomes are listed as tasks. Outcomes are specific and measureable and can be strategic or operational.	What level of achievement do you want obtain for each outcome? The outcome target should be aggressive but attainable.	How does the outcome assist the college in achieving its mission? If outcomes support other identified institutional priorities, attach supporting institutional documentation
Outcome 1 McPherson College faculty will provide excellent classroom instruction.	Annually 90% or more of McPherson College classes will have a raw average of at least 3.5 on each relevant objective and 90% or more of the objective raw averages will meet or exceed the IDEA national averages.	From the college mission: "...traditional liberal arts curriculum that upholds the highest standards of academic excellence". Research has shown smaller class sizes result in improved student learning. Profile & Character of the College, "A 14:1 student-faculty ratio offers a personalized education tailored to students' needs."
Outcome 2 McPherson College students will be responsible members of the academic community.	TBD after baseline data is gathered and analyzed by the AA team.	College catalog-"The responsibility for understanding and meeting graduation requirements rests entirely with the student." Student handbook-Academic regulations-academic integrity, class attendance
Additional Outcomes (optional): Outcome 3 - McPherson College students will graduate in a timely manner.	TBD after baseline data is gathered and analyzed by the AA team.	See college catalog sections-academic advising, graduation and commencement, satisfactory academic progress
Performance Indicators		
What will you do to achieve your outcomes? Identify the performance indicators you will be using to assess achievement of your outcomes. Select your most important indicators. You should have at least two performance indicators for each outcome.		
Outcome 1: Identify areas of faculty improvement in student course evaluations and implement support strategies, i.e. professional development, mentoring, etc.	Outcome 2: Work with campus community to promote enrollment dates, including social media; 4 year graduation rate.	Additional Outcomes (optional): Outcome 3-educate students and advisors about the importance of enrolling in 31+ credit hours per year and graduation rates. Analyze 4 & 6 year graduation rates to determine if specific student populations need additional support and implement support strategies.

Assessment Measures

How and when will you measure your success? Identify at least two ways of measuring each outcome. At least one measure for each outcome should be a direct measure. Direct measures are quantifiable.

Outcome 1 Direct method: Percentage of classes with a raw average score of 3.5. Direct method: Percentage of McPherson College objective averages at or above the IDEA national averages.	Outcome 2 Direct method: Percent of students graduating annually within 4 years. Other methods: Percent of students in each classification annually enrolling within their assigned enrollment window.	Additional assessment (optional): Direct method: Annual 4 yr & 6 yr graduation rate. Other methods: Annual percentage of students completing 31+ credits per year. If not, when/why not?
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Assessment committee feedback:

Unit Assessment Timeline

August 1	Assessment plan due for current fiscal year.
September 1	Assessment committee provides feedback
September 14	Any clarification or changes need to the plan are resubmitted to the assessment committee
Academic Year	Implement the assessment plan.
August 1	Final report from the previous fiscal year is due and upcoming assessment plan for the current fiscal year.

Assessment Glossary

Direct measure: data—evaluates actual performance, is quantifiable. Examples: number of reported crimes on campus, number of outstanding tuition payments, service will be provided within two days of request, retention data, time, cost, productivity

Indirect measure: evaluates perceived performance, is qualitative, based on feelings or perceptions. Examples: surveys, focus groups, perceived efficiencies

Institutional effectiveness: Assessment to determine the extent to which a college or university is achieving its mission. The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of improvement based on analysis of the results.

Performance indicator: A means of objectively quantifying results of products, projects, services, or programs.

Strategic outcome: Implementation of initiatives intended to contribute to a strategic goal. There is an impact on goal performance to do that implementation.

Operational outcome: Addresses regular operational or procedural tasks. Generally provide service or product. Direct and indirect effects on stakeholders.