



Office of Institutional Effectiveness
University Assessment
2018-19 Annual Update
Kathy Griffith, Director

Executive Summary

Academic and co-curricular assessment training and assessment plan reviews are managed by the Office of Institutional Effectiveness. The director of university assessment chairs the Student Assessment and Learning Committee, which includes elected faculty members, appointed co-curricular members, and a student representative. The committee acts as a recommending body for assessment and general education. The committee met twice over the course of the academic year with additional business conducted via email. The committee provided:

- Shared governance regarding scoring rubrics and language in templates
- Review and feedback of assessment plans
- Contribution to assessment dashboard language and presentation

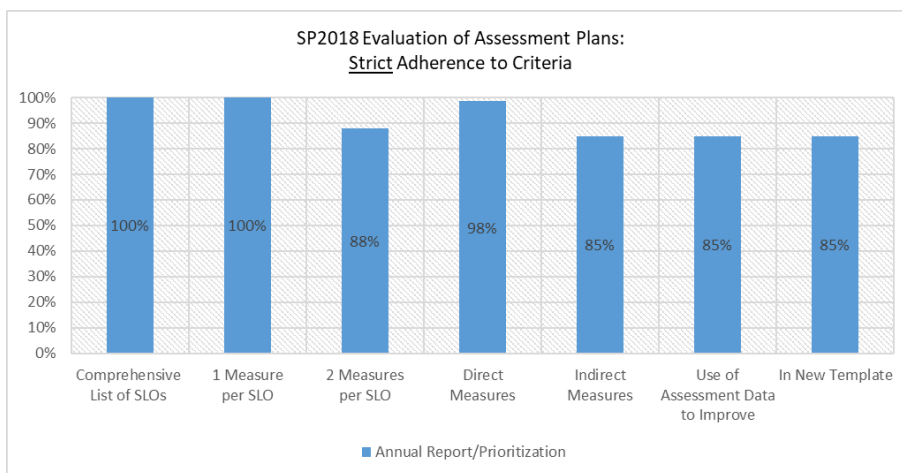
Faculty Participation

Significant progress has been made to standardize academic assessment with the launching of *Guidelines for Developing and Implementing Assessment Plans* training guide along with new templates for systematic and standardized reporting. *Assessment Academy I* training workshops were developed and one hundred percent of all programs have participated in the workshops. Those with targeted needs continue to engage in *Assessment Academy II* where they learn how to use indirect measures, identify and set targets, and present data. Engineering faculty participated in an additional *Assessment Academy* where they learned the value of curriculum mapping and rubric integration. In addition, one-on-one consultations with programs chairs and departments were held throughout the 2018-19 academic year.

Assessment Academy II & III*			One-on-One Consultations Assess Plans		
Year	Programs	Participants	Year	Programs	Participants
2015-16	29	29	2015-16	6	10
2016-17	12	16	2016-17	18	17
2017-18	33	14	2017-18	16	22
2018-19*	1	4	2018-19	8	9
TOTAL	78	63	TOTAL	48	58

Assessment Activity Update

Assessment activity continues to trend upward as evidenced by the chart below. Eighty-five percent of programs have an approved plan (Appendix A) by the Student Assessment and Learning Committee. All programs have a comprehensive list of student learning outcomes, which are listed in the University Catalog. The use of *indirect measures* has increased by 7% from spring 2018, and 28% since spring 2017. The *use of assessment data to improve student learning* and *two measures per SLO* increased also continues to increase.



MVNU uses many types of measures to assess student learning. Direct measures of course embedded strategies (Appendix B) inform programs whether knowledge, skills, and dispositions are realized by students for the course and major. This correlation between student learning outcomes and student performance establishes a relationship between student performance and curriculum. Other direct measures capture performance of General Education goals. This is discussed more under General Education.

Indirect measures (Appendix C) such as an Exit Interview or Program Review Survey are encouraged to seek reflection on program quality and perception of learning rather than demonstration of it. Self-reports on multiple attitudinal dimensions are expected to change as a result of the collegiate experience and creates a more complete picture of each outcome. They often take place as a pre/post-test environment. These measures are used in academic and co-curricular programming.

Thirty-nine percent of MVNU programs include a field-based component (Appendix D), where students demonstrate competency in real practice situations and are evaluated by seasoned professionals. For example, to assess the preparation of teachers for licensure, education programs assess students with a lesson plan evaluation and student candidate profile. The criminal justice program has a field observation assessment where students interact with local law enforcement to gain an understanding of the field and satisfy student learning objectives in the program.

Many programs (59%) use *commercial, norm-referenced, standard examinations* (Appendix E) (e.g., ETS *Major Field Test* series, PACAT Area Concentration Achievement Test series, Ivy Software, Peregrine Academic services, Pearson's Ohio Assessment for Educators). These instruments provide norm reference group(s) for comparison and can be very valuable for benchmarking. Each program analyzes student achievement, submits the findings and anticipated program updates in the annual report and assessment plan.

When nationally normed measures do not exist or do not align well with program outcomes, academic departments develop in-house comprehensive examinations (Appendix F). As with the examinations referenced above, each program analyzes student achievement, submits the findings in the annual report and assessment plan, and reviews curriculum to validate the test curriculum.

Academic assessment dashboards were developed to provide the community at large student learning outcome expectations by program and whether expected targets were met. They are located at <https://www.mvnu.edu/factsandfigures/institutionaleffectivenessoffice>.

General Education

The Office of Institutional Effectiveness continues to assist the director of General Education with the vast amount of data to create standard visualization tables for longitudinal tracking for the General Education (GE) program. Throughout 2018-19 the GE Committee continued to review all and aligned data to analyze student learning and set targets. Many GE assessment instruments are given on a rotational basis to an entering student as a pretest, which serves as a baseline for determining growth or change occurring between entry and as a post-test later in a student's college career. Not only do these instruments allow for comparison with other religious, four-year private colleges, but it provides MVNU trend data of students' perceptions and may lead to programmatic changes. The [GE Assessment Plan Dashboard](#) indicates whether students are meeting targets. The initial assessment plan should be submitted for approval to the Student Assessment and Learning Committee in fall 2019.

Co-curricular Assessment

The new VP of Student Life (SL) is reviewing the Student Life learning outcomes (Appendix D) and methods of measure and the process of continuous improvement is ongoing.

Surveys

The Office of Institutional Effectiveness is responsible for surveying many of our constituents, which include current students, graduates, and MVNU faculty and staff. The full list of surveys conducted by our office is included in OIE Survey Calendar Output. The next few paragraphs describe a sampling of our survey activities.

The five-year program review survey is conducted each year on a rotational schedule set forth by Academic Affairs. After responses are collected and analyzed, a summary report is written for each program. Six program surveys were sent during 2018-19 and a summary report was provided to each program chair. The summary report is utilized to complete a portion of the program review. MVNU's most recent graduates were surveyed with the Employment Enrollment Survey six months after commencement to inform us about [current employment and enrollment in advanced studies](#). The results were shared with senior leadership, school deans, and academic program chairs. Highlights were placed on MVNU's website.

The Spiritual Formation Survey was given to all new students during New Student Institute. The survey was also administered to all junior standing students on spring test day as a post-test survey. Student Life studies the results for programmatic changes and co-curricular activity development.

Moving Forward

The director of university assessment should focus on programs who are required to submit a revised assessment plan according to the calendar set by Academic Affairs. New faculty and program chairs should participate in Assessment Academy training and additional learning opportunities. There should be continued focus to close the loop to ensure MVNU is providing a dynamic experience for our students. All programs will be transitioned to the new templates by 2021.

Appendix A Academic Assessment Plan Status

Department/Program	Plan Submitted	Plan Scored	*New Score	Initial/ Revision	Dash-board
Accounting	3/9/2017	4/3/2017	14	R	✓
Art/Visual Arts Education	3/3/2017	4/3/2017	12	R	✓
Biology/ <i>Life Science Education</i>	4/10/2017	5/19/2017	10	R	✓
Business - Traditional (all)	3/9/2017	4/3/2017	14	R	✓
Chemistry/ <i>Physical Science Education</i>					
Christian Ministry	1/30/2019	4/4/2019	10.5	I	✓
Communication (all)	8/10/2016	10/11/2016	9	R	✓
Communication Sciences & Disorders	4/13/2017	5/3/2017	8	I	✓
Computer Science					
Criminal Justice	9/28/2017	12/19/2017	13	R	✓
Education - Traditional (all)	1/26/2017	3/7/2017	15	R	
Engineering	IP				✓
English/ILA	IP			R	✓
Exercise Science	11/22/2016	1/20/2017	12	R	✓
General Education	IP			I	✓
Graphic Design	3/3/2017	4/3/2017	12	R	✓
History/Integrated Social Studies	5/9/2018	6/6/2018	9.5	R	✓
Honors Program	1/3/2017	1/31/2017	11.5	I	✓
Mathematics/Integrated Math Education	IP				✓
Spanish/Spanish Ed	4/27/2016	5/5/2016	11	R	
Music/Music Education	12/14/2018	2/9/2019	12.5	R	✓
Nursing - Traditional	4/22/2016	8/9/2016	12	R	✓
Philosophy					
Political Science					
Psychology	9/28/2017	10/30/2017	12.5	R	✓
Religion	5/22/2018	6/6/2018	15	R	✓
Social Work - Traditional					✓
Sports Management	11/22/2016	1/20/2017	11	R	✓
GPS Business Graduate	2/21/2017	5/25/2017	14	R	✓
GPS Business Undergraduate	2/21/2017	5/25/2017	15	R	✓
GPS Education (all)	1/26/2017	3/7/2017	15	R	
GPS General Education	4/10/2018	6/5/2018	11	I	✓
GPS Master of Ministry Program	7/23/2018	10/1/2018	11	I	✓
GPS Nursing	4/12/2017	5/22/2017	14	I	✓
GPS Social Work					✓
Old Scoring Rubric					
Possible Score 10-40					
*2015-16 New Scoring Rubric					
Initial Acceptable score 8-15					
Revised Acceptable Score 10-15					
BLUE=revision necessary					
IP=in progress					
NOT ALL PROGRAMS ARE LISTED, e.g. Biology has 11 concentrations, Communication has several majors					

Appendix B

Office of Institutional Effectiveness Course-Embedded Measures by Program

Traditional Academic Programs

Program	Course-Embedded Measure
Accounting- BS	Strategic Audit
	Faith Integration Papers
	Business Ethics Final Paper
	Financial Management Course Project
	Globus Project and Presentation
	Business Communication Writing Assignments
	Intermediate ACC II Final Exam
	Cost Accounting Final Exam
	Advanced Tax Final Exam
	Advanced ACC II Final Exam
	Internship Evaluation Form
Art- BA	Assigned Faith Projects
	Historical/Contemporary Artists Critiques
	Senior Exhibition
	Written Assessment of Others
Biology- BS	Botany Final Exam
	Genetics Final Exam
	Bioethics Reflection Paper and Oral Presentation
	Youniversity Ecology Project
	Environmental Science Video Documentary Project
	Invertebrate Zoology Course Grade
	Ecology Final Exam
	Environmental Science Final Exam
Business Administration-BA	Globus Business Project and Presentation
	Strategic Audit
	Pre/Post Faith Integration Papers
	Business Ethics Final Paper
	Financial Management Course Project
	Business Communication Resume
Christian Ministries- BA	Leadership Project
	Content Exam
	Ministry Vision Project
Communication Sciences & Disorders	Philosophy of Ministry Project
	Planning Therapy
	Research Paper and Presentation
	Professional Literature Reviews
Communication Studies- BA	Clinical Preparation Sessions
	Clinical Record Keeping and Report Writing
	Final Exams
	Communication Audit Report

	Persuasive Campaign Presentation
	Propaganda Video Analysis
	Portfolio Project
Computer Science - BA/BS	Ethical Case Studies
Computer Systems and Network Engineering- BS	Certification Exams
Criminal Justice	Pre-Post Criminal Justice Comprehensive Exam
	Qualitative Field Observation Project
	Restorative Justice Capstone Paper
	Pre-Post Philosophy of Treatment of Offenders Paper
	Christian Faith and Addiction Position Paper
Early Childhood Education- BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio
	Diversity Lesson Plan
	Interdisciplinary Unit Plan
English- BA	Portfolio Response Essays
	Senior Research Essay
	Reflective Essay
Exercise Studies- BA	Sport Specific Research Paper
	First Aid/CPR Certification
	Infectious Disease Presentation
	Motion Analysis Project and Presentation
	Fitness Assessment Project
Finance- BS	Final Exam Intermediate I & II Finance
General Education – Traditional	Contemporary Concerns Ethics Assignment
	Pre-Post Diversity Survey
	Worldview Essay
	Stewards of Natural Resources Project
Graphic Design - BA	Assigned Faith Projects
	Historical/Contemporary Artists Critiques
	Senior Exhibition
	Digital Tool Projects
	Written Assessment of Others
	Client Projects
History- BA	Historical Research Paper
	History of the Modern Middle East Paper
	Portfolio Essay Collection
	Capstone Paper
Honors	Honors Project
	Interdisciplinary Connections Reflective Essay
Intercultural Studies - BA	Cross-Cultural Awareness Inventory Index
Integrated Language Arts Education- BA	Content Area Teaching Methods Unit Plan
Intervention Specialist - BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio
	Diversity Lesson Plan
	Interdisciplinary Unit Plan
	Urban Diverse Field Experience

Integrated Mathematics Education- BS	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
Integrated Social Studies Education- BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
Journalism and Media Production- BA	Formal Analysis of Film Scene
	Christianity and Culture Paper
	Lakeholm Viewer Feature Stories
	iMovie Technical Quizzes
	Media Ethics Film Paper
Marketing-BS	Globus Business Project and Presentation
	Strategic Audit
	Pre/Post Faith Integration Papers
	Business Ethics Final Paper
	Financial Management Course Project
	Business Communication Resume
	Marketing Research Project
	Marketing Strategy Project
Mathematics- BS	Statistics Report
	Technical Writing Final Paper
	Modern Algebra Final Exam
	Pre-Post Calculus Exam
Middle Childhood Education - BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio
	Diversity Lesson Plan
	Interdisciplinary Unit Plan
Management - BS	Globus Business Project and Presentation
	Strategic Audit
	Pre-Post Faith Integration Papers
	Business Ethics Final Paper
	Financial Management Course Project
	Business Communication Resume
	Management Leadership Project
	Journal Article Review
Music Education- BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
Music - BA	Pre-Post Theory Test
	Standing Juries
	Piano Proficiency
	Senior Recital
	Internship
Nursing - BS	Value-Belief Simulation and Post-Sim Assignment
	Death/Dying Simulation and Post-Sim Assignment
	Biblical Worldview Faith Integration Forum
	Bioethical Discussion and Clinical Assignment
	Interview and Care Planning Assignment
	Evidence Based Practice Project

	Preschool Reflection
	Clinical Evaluation Level 2
	Pharmacy Safety Activity
Physical/Health Education-BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
Philosophy – BA	Philosophical Papers, Debates, and In-Class Presentations
Political Science -BA	Research Paper
Psychology-BA	Pre-Post Comprehensive Psychology Exam
	Individual Research Project and Presentation
	Operant Conditioning Lab
	Pre-Post Attitudes of Mental Illness Test
	Mental Illness and Ethics Paper
	Behavior Modification Paper
Public Relations- BA	Major Event Planning Evaluations
	Portfolio Website
	Weekly Quizzes
Religion - BA	Content Exam
	Ministry Vision Project
	Philosophy of Ministry Project
Sports Management- BA	Business Marketing Plan
	Sport Specific Research Project
	Group Project for Marketing, Magazine, and Promotion of a Product
	Budgeting Project
	Athletic Administration Written Presentation
Spanish Education (Multi-Age Education)- BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
Spanish- BA	Oral Exams
	Culture Presentations
	Story Presentation
	Study Abroad
	Phonetics/Phonology Exam
Social Work- BSW	Foundation Curriculum Assessment Instrument
	Field Placement/Practicum Assessment Instrument
	Ethnocentrism Scale
Theatre	Course Final Exam
	Develop Production Book
	Design a Show (costumes, set, sound & lighting)

Graduate and Professional Studies

Program	Course-Embedded Measure
Business Administration – BBA (BBA, Finance, Human Resource Management, Marketing, and Management)	Organizational Behavior Quiz
	Human Resources Presentation
	Case Study Analysis
	Government Regulation/Ethical Compliance Report
	Strategic Audit
Finance - BBA	Signature Assignment
Human Resource Management - BBA	Case Study in HR Management
	Harvard Review Case Study
Marketing - BBA	Marketing Research Project
Management - BBA	Project Management Cumulative Case Study
Business Administration – MBA (Health Care Administration, Human and Social Services, Ministry Leadership, and Organizational Management)	Organizational Strategic Analysis
	Web Research Project Paper
	Ethics Paper
Finance - MBA	Financial Planning Paper
Health Care Administration - MBA	Current Trends in Healthcare Research Paper
Human and Social Services - MBA	Human & Social Services Leadership Signature Assignment
	Comprehensive Leadership Paper
Ministry Leadership - MBA	Change Project Paper
	Church in the 21 st Century Signature Assignment
	Comprehensive Leadership Paper
Organizational Management - MBA	Change Project Paper
Dual MBA/MMIN	See MBA
Early Childhood Education - BA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio
	Diversity Lesson Plan
	Interdisciplinary Unit Plan
General Education - GPS	Political Theories Research Paper
	Strategy for Action Plan Paper
	Cyberbullying Research Paper, Marketing Materials, and Presentation
	Worldview Portfolio
Intervention Specialist - MA	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio
	Diversity Lesson Plan
	Interdisciplinary Unit Plan
Leadership - BA	Reflection Paper
	Cumulative Case Study
	Applied Leadership Project
Management - MSM	Organizational Strategic Analysis
	Web Research Project Paper
	Ethics Paper
Ministry Leadership - BA	Leadership Reflection Paper
	Issues in Ministry Signature Assignment
	Applied Leadership Project

Nursing - BSN	Online Presentation (Biblical Worldview or QSEN Competencies)
	Philosophy Nursing Paper
	Interview and Genogram portion of Family Project
	Theory of Aging Paper
	Research Proposal Evidence-Based Nursing Care
	Geriatric Health Assessment
	Ethical Case Study Autopsy
Professional Educator Licensure - MAED	Student Teaching Candidate Profile (University Supervisor, Cooperating Teacher, and Self-Assessment)
	Portfolio Reflections
	Interdisciplinary Unit Plan
	Educational Psychology Portrait of a Learner
Public Administration - BA	Leadership Interview Assignment
	Public Policy Signature Assignment
	Applied Leadership Project
Social Work - BSW	Foundation Curriculum Assessment Instrument
	Field Placement/Practicum Assessment Instrument
	Ethnocentrism Scale

Appendix C

Office of Institutional Effectiveness Indirect Measures by Program

Traditional Programs

Program	Indirect Measure
Accounting- BS	Survey of graduating seniors (program administered) Business Communication Resume Participation
Biology - BS	Program Review Survey Summary
Business Administration-BA	Survey of graduating seniors (program administered)
Christian Ministries (all)	Fourth Year Focus Group
Computer Science-BA	Program Review Survey
Computer Systems and Network Engineering- BS	Program Review Survey
Early Childhood Education- BA	ODHE Alumni Survey Cooperating Teacher Survey Principal Survey Employment/Enrollment Survey
Engineering - BS	Industry Advisory Board and Student Feedback
English- BA	Program Review Survey
Finance - BS	Survey of graduating seniors (program administered) Business Communication Resume Participation
General Education	NSSE – National Survey of Student Engagement HERI – College Senior Survey DIT-2 – Defining Issues Test Cultural Perspectives Survey
Integrated Business Education-BS	Survey of graduating seniors (program administered)
Integrated Language Arts Education- BA	Program Review Survey
Intervention Specialist/ MCE - BA	ODHE Alumni Survey Cooperating Teacher Survey Principal Survey Employment/Enrollment Survey
Life Science Education- BS	Program Review Survey Summary
Marketing-BS	Survey of graduating seniors (program administered)
Middle Childhood Education - BA	ODHE Alumni Survey Cooperating Teacher Survey Principal Survey Employment/Enrollment Survey
Management - BS	Survey of graduating seniors (program administered)
Nursing-BS	Advisory Committee
Physical/Health Education-BA	See Early Childhood Education - BA
Philosophy (standard)-BA	Senior Feedback Survey
Psychology-BA	Program Review Survey
Religion	Fourth Year Focus Group
Spanish Education (Multi-Age Education)- BA	Festival Latino Program Review Survey
Spanish- BA	Festival Latino Program Review Survey

Graduate and Professional Studies

Program	Indirect Measure
Business Administration – BBA (all)	Employment/Enrollment Survey
Business Administration – MBA (all)	Employment/Enrollment Survey
Early Childhood Education - BA	ODHE Alumni Survey
	Cooperating Teacher Survey
	Principal Survey
	Employment/Enrollment Survey
Management - MSM	Employment/Enrollment Survey
Master of Education – (all)	ODHE Alumni Survey
	Cooperating Teacher Survey
	Principal Survey
	Employment/Enrollment Survey
Nursing - BSN	Advisory Committee
Practical Theology - MMIN	Pre-Post Self-Evaluation

Appendix D

Office of Institutional Effectiveness Field-Based Assessment

Traditional Program

Program	Assessment Measure
Accounting	Internship Evaluation
Communication	Media/Sports casting Practicum Evaluation
	Internship Evaluation
Communication Sciences & Disorders	Clinical Evaluations
Criminal Justice	Field Observation
Early Childhood Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Exercise Science	Practicum/Internship Evaluation
Integrated Language Arts Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Integrated Mathematics Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Integrated Social Studies Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Intervention Specialist	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Intervention Specialist & ECE	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Intervention Specialist & MCE	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Journalism & Media Production	WNZR Lifeline
Life Science Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Middle Childhood Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Music Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Nursing	Level 1, 2, and 3 Evaluations
Physical Education/Health Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Physical Science Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Public Relations	Practicum Evaluation
Social Work	Field Placement/Practicum Instrument
Spanish/Spanish Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
	Study Abroad
Theatre	Acting/Stagecraft Practicum Evaluation
Visual Arts Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile

Graduate and Professional Studies Programs

Program	Assessment Measure
Early Childhood Education	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Intervention Specialist	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Nursing	Level 1, 2, and 3 Evaluations
PEL	Lesson Plan Evaluation
	Student Teaching Candidate Profile
Social Work	Field Placement/Practicum Instrument

Appendix E

Office of Institutional Effectiveness Normed-Referenced Standardized Exams

Program	National Exam
Accounting- BS	Business ETS MFT
Accounting (Forensic)- BS	Business ETS MFT
Accounting (CPA)- BS	Business ETS MFT
Art- BA	Art ACAT
Business Technology-BS	Business ETS MFT
Business Administration-BA	Business ETS MFT
Chemistry (Graduate School/Industry)- BS	Chemistry ETS MFT
Chemistry (Forensic Science)- BS	Chemistry ETS MFT
Chemistry (Biochem/Pre Med)- BS	Chemistry ETS MFT
Criminal Justice- BA	Criminal Justice ETS MFT
Computer Science (ACM)- BS	Computer Science ETS MFT
Computer Science-BA	Computer Science ETS MFT
Early Childhood Education- BA	OAE APK, EC(PK-3), Reading
English- BA	Literature in English ETS MFT
Finance (corporate Finance)- BS	Business ETS MFT
Finance- BS	Business ETS MFT
History (American Studies) BA	History ACAT
History- BA	History ACAT
History (British Studies)- BA	History ACAT
History (Chinese Studies)- BA	History ACAT
History (Middle Eastern Studies) -BA	History ACAT
Integrated Business Education-BS	Business ETS MFT, OAE APK:AYA and Content
Integrated Language Arts Education- BA	Literature in English ETS MFT; OAE APK:AYA and Content
Intervention Specialist/ MCE (Science and Lang Arts)-BA	OAE APK: MC: (4-9), MC Content, Reading
Integrated Mathematics Education- BS	Math ETS MFT, OAE APK:AYA and Content
Intervention Specialist/ MCE (Math and Science)- BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist/ MCE (Language Arts and Math)- BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist/ MCE (Math and Soc. Studies) BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist/ MCE (Social Stud. And Science)- BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist (Social Stud. And Language Arts)-BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist (Mild/Moderate) ECE- BA	OAE APK: MC: (4-9), MC Content, Reading
Intervention Specialist (HQ Read, Lang. Arts, Math)- BA	OAE APK: MA, Content, Reading
Intervention Specialist (HQ read, Lang Arts, Sci)- BA	OAE APK: MA, Content, Reading
Integrated Social Studies Education- BA	History ACAT, OAE:AYA and Content
Intervention Specialist (HQ Read, Lang Arts, Soc St)- BA	OAE APK: MA, Content, Reading
Information Technology Management- BS	Business ETS MFT
Life Science Education- BS	Biology in House, OAE APK:AYA and Content
Marketing-BS	Business ETS MFT
Marketing (Personal Sales)- BS	Business ETS MFT
Marketing (Public Relations)- BS	Business ETS MFT
Mathematics- BS	Math ETS MFT
Middle Childhood Education (Science and Lang Arts)- BA	OAE APK:MC and Content
Middle Childhood Education (Math and Science)- BA	OAE APK:MC and Content
Middle Childhood Education (Lang Arts and Math)- BA	OAE APK:MC and Content

Middle Childhood Education (Math and Social Stu)- BA	OAE APK:MC and Content
Middle Childhood Education (Soc Stud and Science)- BA	OAE APK:MC and Content
Middle Childhood Education (Soc Stud and Lang Arts)- BA	OAE APK:MC and Content
Management (Entrepreneurship)-BS	Business ETS MFT
Management (Nonprofit Management)- BS	Business ETS MFT
Medical Laboratory Science- BS	No active majors, No senior test
Music Education- BA	Music ETS MFT, OAE APK:MA and Content
Music (Music and Worship)-BA	Music ETS MFT
Music (Performance)	Music ETS MFT
Music- BA	Music ETS MFT
Nursing-BS	NCLEX
Physical/Health Education-BA	OAE APK:MA and Content
Political Science (American Politics and Gov.)- BA	Political Science ETS MFT
Political Science(Comparative Politics)- BA	Political Science ETS MFT
Physical Science Education- BS	OAE APK:AYA and Content
Psychology-BA	Psychology ETS MFT
Spanish Education (Multi-Age Education)- BA	OAE APK:MA and Spanish OPI/OPIc and WPT
Spanish- BA	Spanish OPIc
Social Work- BSW	Social Work SWEAP
Visual Arts Education-BA	Art ACAT, OAE APK:MA and Content

Appendix F

Office of Institutional Effectiveness In-House Standardized Exams

Program	In-House Exam
Biology (Environmental)- BS	Biology Senior Exam
Biology- BS	Biology Senior Exam
Biology (Industry/Graduate School)-BS	Biology Senior Exam
Biology (Pre-Optometry)-BS	Biology Senior Exam
Biology(Pre-Dentistry)-BS	Biology Senior Exam
Biology (Pre-Pharmacy)-BS	Biology Senior Exam
Biology(Pre-Physician's Assistant)- BS	Biology Senior Exam
Biology (Pre-Physical Therapy	Biology Senior Exam
Biology (Pre-Occupational Therapy)- BS	Biology Senior Exam
Biology (Pre-Veterinary Medicine)- BS	Biology Senior Exam
Biology (Pre-Medical)- BS	Biology Senior Exam
Children's Ministries- BA	Christian Education Senior Exam
Communication Studies- BA	Communication Studies Senior Exam
Computer Systems and Network Engineering- BS	Computer Systems and Network Eng. Major Field Examination
Communication Science and Disorders	Praxis II: Speech-Language Pathology Practice Exam
Theatre- BA	Theatre Senior Exam
Educational Ministries- BA	Christian Education Senior Exam
Engineering (Electrical)- BS	NCEES Practice Exam
Engineering (Mechanical)- BS	NCEES Practice Exam
Exercise Studies- BA	Exercise Studies Senior Exam
Graphic Design (communication)- BA	Graphic Design Senior Exam
Graphic Design (Visual Arts)- BA	Graphic Design Senior Exam
Intercultural Studies (Bible and Theology)-BA	Intercultural Studies Senior Exam
Intercultural Studies (Church Ordination)-BA	Intercultural Studies Senior Exam
Intercultural Studies (Business Admin.)-BA	Intercultural Studies Senior Exam
Intercultural Studies (Communications)-BA	Intercultural Studies Senior Exam
Intercultural Studies (Political Science)- BA	Intercultural Studies Senior Exam
Intercultural Studies (TESOL-Modern Language)- BA	Intercultural Studies Senior Exam
Journalism and Media Production- BA	Journalism and Media Production Senior Exam
Life Science Education- BS	Biology in House, OAE APK:AYA and Content
Medical Laboratory Science- BS	No active majors, No senior test
Philosophy (standard)-BA	Philosophy Senior Exam
Philosophy (Interdisciplinary)-BA	Philosophy Senior Exam
Philosophy (Pre-Law)-BA	Philosophy Senior Exam
Pastoral Ministry- BA	Church Ministry Senior Exam
Public Relations- BA	Public Relations Senior Exam
Religion (Biblical Studies)	Religion Senior Exam
Religion (Religious Studies)	Religion Senior Exam
Religion (Theological Studies)	Religion Senior Exam
Sports Management- BA	Sports Management Senior Exam
Urban Ministry-BA	Urban Ministry Senior Exam
Worship Ministry-BA	Church Ministry Senior Exam
Youth Ministries-BA	Christian Education Senior Exam

Appendix G

Office of Institutional Effectiveness

Student Life Learning Outcomes

It is the objective of Student Life to facilitate co-curricular learning and development within program commitments identified as: Practicing Servant Leadership; Cultivating a Sense of Community; Nurturing Spiritual Maturity; and Fostering Responsibility and Self Awareness. These program commitments provide a framework for our learning themes of developing competence, managing emotions, moving toward interdependence and developing mature interpersonal relationships.

Each administrative unit will not necessarily engage each student learning theme each year; however, we are committed to collaboratively reaching each of these through the creation of student learning outcomes.

We recognize that the student is the most influential person in their learning and development so we seek to support their learning and development through a variety of co-curricular activities and opportunities. Students who engage in these will

Chickering's Vector	Outcome Statement
1	Developing Competence
1.1	Engage in reflection on their wellness related choices and behaviors
1.2	Learn how to develop a relationship with a mentor
1.3	Learn about and participate in various leadership opportunities
1.4	Learn skills to address and deal with stressors and anxiety
1.5	Demonstrate an awareness of local, national and global issues
2	Managing Emotions
2.1	Learn skills and behaviors that contribute to their overall health and wellness
2.2	Develop the ability to handle conflict in a mature, controlled, assertive way
2.3	Develop healthy cognitive patterns and beliefs about themselves and their environment
3	Moving Through Autonomy toward Interdependence
3.1	Be able to identify and engage the most appropriate services and co-curricular activities to enhance their student experience
3.2	Learn to appreciate and practice accountability and vulnerability in mentoring relationships
3.3	Gain an understanding of the Servant Leadership principles of listening, awareness and building community
3.4	Identify how the impact of their actions can affect both local and global communities
3.5	Demonstrate respect for community standards and expectations in their interaction with the campus community
3.6	Learn to accept personal responsibility and accountability for their words and actions
4	Developing Mature Interpersonal Relationships
4.1	Learn the value of listening as an element of respect for others
4.2	Develop and maintain nurturing relationships
4.3	Demonstrate an awareness of and appreciation for the role of community in their growth and development
4.4	Grow in their awareness and experience of God's love and grace