Academic Program Assessment Report

Assessment is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that an institution "identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results".

Academic Program	Submission Year
Honors College	2019-2020

Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.

Assessment Coordinator Name	Enter Assessment Coordinator Email
Lillian Craton	lcraton@lander.edu

If more than one coordinator, please choose one for emails to be sent to.

Program Goal

Goal

Goal 1

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.

To attract and retain well-qualified students to Lander University.

Pillar of Success Supported
○ High-Demand, Market-Driven Programs

⊙ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

○ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

The Honors College will maintain enrollment at least 75% of its maximum capacity.

Timeframe for this Outcome

Academic Year 2018-19

Ex. Academic Year 2017-2018

Performance Target for "Met"

Honors College enrollment is 75% or more of maximum capacity.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Honors College enrollment is 60-74% or more of maximum capacity.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Honors College enrollment is below 60% or more of maximum capacity.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
2018-19 official Honors College roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
We had 170 members in good standing during 2018-19. Our max capacity was 200 (three cohorts of up to 40 and one cohort of up to 80), using 85% of our capacity.	3

Comments/Narrative

This goal is our broadest indicator of success: it reflects both our recruitment and retention efforts, as well our students' academic success and thus continuance in the program. We have experienced steady growth throughout the program's history, and doubled our incoming cohort size in 2018 from 40 to 80. We expect to see some growing pains because of this change, but also welcome the opportunity to serve more Lander students in our program.

Resources Needed to Meet/Sustain Results

Explanation of How Resources Will Be Used

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

The Honors College will attract and enroll a qualified cohort of new students that is at or near its budgeted capacity.

Timeframe for this Outcome

Academic Year 2018-19

Ex. Academic Year 2017-2018

Performance Target for "Met"

The Honors College will enroll a qualified cohort of at least 95% of its budgeted capacity (76 students).

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

The Honors College will enroll a qualified cohort of new students of at least 75% of its budgeted capacity.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

The Honors College will enroll a cohort of new students of less than 75% of its budgeted capacity.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 Honors College official roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
78 new Honors College members joined the program in 2019	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

In our second round of admissions offering an 80-person cohort, the Honors College received more than 100 qualified applicants and successfully enrolled 78 of them, including 59 first-time freshmen, 2 transfer students, and 17 rising sophomores. Neither our number of applications or number of enrolled students varied significantly from the previous year. Though we had a higher rate of accepted freshmen who ultimately do not attend Lander than in previous years, perhaps resulting from Lander's institution-wide enrollment push, we also had an increase in applications from rising sophomores--a key retention group.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

The Honors College will play a significant role in the college decisions of its members.

Timeframe for this Outcome

Academic Year 2018-19

Ex. Academic Year 2017-2018

Performance Target for "Met"

The Honors College will play a significant role in the college decisions of 75% or more of its members.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

The Honors College will play a significant role in the college decisions of 60-74% of its members.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

The Honors College will play a significant role in the college decisions of less than 60% of its members.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

2019 Honors College Student Satisfaction Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

annual

Data Collected for this Timeframe (Results)

64.2% of Honors College members responding to the survey indicated that Honors had been a "deciding" or "supporting" factor in their decision to attend Lander. (The survey had an 80% response rate.)

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

2

Comments/Narrative

This outcome reflects our level of success in outreach to prospective students and the reputation/perception of the program's value to students. We set our threshold of "met" at 75% to be aspiration and have not yet met that benchmark, and our results have not changed significantly from last year. We chose to leave the threshold unchanged because we believe it is a realistic goal based on our more recent trends. Isolated for just incoming freshmen, 71.4% stated that Honors was a deciding or supporting factor in their college decision.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College students will report high satisfaction with their Lander experience.

Timeframe for this Outcome

Academic Year 2018-19

Ex. Academic Year 2017-2018

Performance Target for "Met"

Honors College members will report an average satisfaction level of 4.5 on a 5.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Honors College members will report an average satisfaction level of 4.0 to 4.4 on a 5.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Honors College members will report an average satisfaction level below 4.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
2019 Honors College Student Satisfaction Survey	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

When asked "How happy are you that you attend Lander University?" Honors College had an average response of 4.62 out of 5.0. (On the survey, a score of 4 indicated "I am happy that I attend Lander" and a score of 5 indicated "I am very happy that I attend Lander.")

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Students' overall perception of their Lander experience is not within the control of any one program. However, Honors College aims to bolster students' overall satisfaction with their college experience, and we believe it is important to track this measurement of the morale of high-performing students. Though this score remained strongly positive, it dipped slightly from 4.73 last year. We believe this may reflect on students' experience of the rapid growth of the university as a whole.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 5

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will report high satisfaction with their Honors College experience.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Honors College members will report an average satisfaction level of 4.5 on a 5.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Honors College members will report an average satisfaction level of 4.0 to 4.4 on a 5.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Honors College members will report an average satisfaction level below 4.0 on a 5.0 Likert scale.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2019 Honors College Student Satisfaction Survey	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
When asked "How happy are you to be a member of the Honors College?" Honors College had an average response of 4.69 out of 5.0. (On the survey, a score of 4 indicated "I am happy that I attend Lander" and a score of 5 indicated "I am very happy that I attend Lander.")	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

Student satisfaction with their Honors College experience reflects strongly on the program's ability to aid in retention and meet students' needs. Though quite high, this score dropped to 4.69 from 4.78 last year, mirroring the drop in university-wide satisfaction. Because the overarching change this year was continued growth, we believe this change reflects growing pains. A predominant theme in students' open-ended comments was the need for more gathering space that would allow students to connect with each other without crowding.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

We need a larger student lounge space in order to maintain student satisfaction during a time of continued growth.

Include estimate of cost.

Explanation of How Resources Will Be Used

Goal Summary

Goal Summary/Comments

We are pleased with the continued success of the Honors College in attracting and meeting the needs of high-achieving students. We are halfway through a 4-year period of phased growth that corresponds to a period of university-wide growth, and have thus far met our recruitment goals without problem. Last year, we created additional lines of early communication with accepted students in the hope of making progress towards our aspiration to influence the college decisions of 75% of our enrolled applicants. While we did not see a notable increase, we will continue to adjust our communication timelines and plans in pursuit of that goal. Both informally and in their satisfaction survey, students report some discomfort with the growing size of the program and institution; we believe that this effect likely caused the slight drop in student satisfaction levels this year. Regardless, all five outcomes remained relatively consistent with the previous year.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

We will begin an active recruitment campaign for top Lander applicants in mid-October in the hopes of allowing Honors to play a larger role in applicants' college decision. We have also made seeking additional space for Honors College students to gather a key priority as a result of the data gathered in the satisfaction survey. (Because space is at a premium on campus, this priority may take some time to be addressed.)

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files
*Please upload any rubrics or other documents used
for this goal.*

Goal 2

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Outcomes

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employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Continuing Honors College members will maintain a meritorious institutional GPA (defined as 3.5 of higher, the threshold for Cum Laude Latin honors at graduation).

Timeframe for this Outcome

Academic Year 2018-19

Ex. Academic Year 2017-2018

Performance Target for "Met"

75% or more of continuing Honors members will hold cumulative institutional GPAs of 3.5 or higher.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

60-74% of continuing Honors members will hold cumulative institutional GPAs of 3.5 or higher.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 60% of continuing Honors members will hold cumulative institutional GPAs of 3.5 or higher.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 official Honors College roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
71.4% (100 of 140) continuing Honors members had meritorious GPAs.	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

Though we have not yet hit our benchmark of 75%, we've made significant progress. The recruitment strategies and early academic interventions that we put in place last year seem to be having an effect: Changes have included a fall-semester grade check and spring midterm grade check, followed by earlier contact with students in danger of falling below 3.0 and a discussion of the ramifications. We have also changed our admissions processes to reflect our enlarged pool of qualified applicants, and make fewer exceptions to our published admissions requirements. As a result of these changes, we hope to enroll high-quality students and troubleshoot academic problems more aggressively. The percentage of students with meritorious GPAs grew from 64% to 71.4%.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 2

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Lander students will present research at the annual Student Academic Symposium.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

5% of Lander's undergraduate population will participate in the Academic Symposium.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

3% to 4.9% of Lander's undergraduate population will participate in the Academic Symposium.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 3% of Lander's undergraduate population will participate in the Academic Symposium.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Symposium Proceedings	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Approximately 3.8% (111 of 2900) of the Lander population participated.	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

We set our aspirational goal at 5% because we believe it is attainable, and we continue to get closer to the goal. From the previous year, participation rose from 3.23% to 3.8%, which we believe is due to greater emphasis on cross-departmental events such as the interdisciplinary poster session, as well as outreach to underrepresented areas of the university. We are considering a structural change to the Symposium in 2020 designed to make it a more intense one-day student experience and will monitor how this impacts our participation rate.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 3

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will enroll in HONS seminars.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Honors College members will earn an average of 4 or more credit hours per academic year at the HONS level.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Honors College members will earn an average of 3.0 to 3.9 credit hours per academic year at the HONS level.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Honors College members will earn an average of less than 3.0 credit hours per academic year at the HONS level.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 Honors College official roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
3.33 credit hours earned per member	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

We set our target at 4 credit hours for this outcome because that annual number would put an individual on track to exceed the required course hours for graduation with the Honors medal. Our numbers have held steady in this area in spite of an increasing space crunch, but we have not been able to schedule the number and variety of Honors courses that we would like due to strain on faculty resources during a period of institutional growth. We will need an alleviation of that strain in order to make progress towards our goal.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Flexible faculty time to teach HONS seminars. Costs are indirect, but may include adjunct or overload pay to cover courses that are part of the faculty member's core load.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional HONS course offerings will be made available to students.

Outcome 4

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employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will report that Honors has been a "significant" or "very significant" part of their college experience.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

75% or more of Honors College members will report that Honors has been a "significant" or "very significant" part of their college experience.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

60-74% of Honors College members will report that Honors has been a "significant" or "very significant" part of their college experience.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 60% Honors College members will report that Honors has been a "significant" or "very significant" part of their college experience.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2019 Honors College Student Satisfaction Survey	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
72% of Honors Students reported that Honors has been a "significant" or "very significant" part of their college experience.	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

We saw a concerning drop in this measurement this year that likely reflects the experiences of our current sophomores, the 2018 freshman class, whose cohort doubled in size. The larger size may have inhibited social bonding and created barriers for faculty mentorship. We will address that by increasing social programming and opportunities for faculty/student interaction, but our continued growth will pose additional challenges. The creation of an Assistant Director role this semester has added additional access to faculty; this should hopefully help deepen the connection between students and the Honors College.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Goal Summary

Goal Summary/Comments

The outcomes for this goal showed mixed progress for 2018-19. While more of our students maintained high GPAs and more Lander students participated in the Academic Symposium, student enrollment in HONS classes is holding steady. Students' reported sense of the Honors College's importance in their education has slipped slightly. We believe that these changes, both positive and negative, reflect the dramatic growth of the program last year. Doubling the size of our incoming cohort has posed challenges for meeting the needs of all students.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

To manage our growth, an Assistant Director of the Honors College position was created in Fall 2019; this role will provide additional advisement and programming for students. In the long term, we will continue to seek additional physical space and faculty time for teaching a wider array of HONS courses.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files
*Please upload any rubrics or other documents used
for this goal.*

Goal 3

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To promote student engagement with academic/professional enrichment through experiential learning.

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Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will engage in study abroad and internships through the Honors "Break Away" program.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

20 or more students (50% of a sophomore-senior cohort) will complete a Break Away experience.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

12-19 students (30-49% of a sophomore-senior cohort) will complete a Break Away experience.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Fewer than 12 students (less than 30% of a sophomore-senior cohort) will complete a Break Away experience.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 Honors College official roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
17	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

This year saw a small uptick in the number of students completing a Break Away experience. Our longstanding goal of a 50% completion rate is within reach, although we may find we need to reassess the goal as our first 80 person cohort reaches that stage of the program in the upcoming semesters. To help students through the process, we have increased program orientation efforts within the HONS 211 class and begun hosting student-lead study abroad forums each semester.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

The Global Scholars Program is currently budgeted $20,000 for study abroad assistance annually. As our 80-person cohort begins studying abroad, additional funding for that program will be needed to maintain current levels of support.

Include estimate of cost.

Explanation of How Resources Will Be Used

Study abroad scholarships

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will present at off-campus professional/research conferences as part of HONS coursework and capstone requirements.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

20 or more students (50% of a sophomore-senior cohort) will complete a conference presentation experience.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

12-19 or more students (30-49% of a sophomore-senior cohort) will complete a conference presentation experience.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Fewer than 12 students (less than 30% of a sophomore-senior cohort) will complete a conference presentation experience.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 Honors College official roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)   **Score (Met=3, Partially Met=2, Not Met=1)**

| 14 students presented at off-campus conferences as part of their HONS coursework | 2 |

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

We are committed to our aspirational goal of 50% completion. While the number did not increase from last year, the rigor of the conferences our students attended increased significantly, including 5 students presenting at the National Conference on Undergraduate Research. In order to encourage the sort of research that leads to such presentations, the Honors Committee has approved the senior nursing major research course sequence to double as part of the HONS curriculum and are in the process of reviewing other departmental research courses for inclusion.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Honors College members will complete the requirements to earn the Honors Medal.

Timeframe for this Outcome

Academic Year 2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

20 or more students (50% of a sophomore-senior cohort) will complete the Honors Medal.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

12-19 students (30% of a sophomore-senior cohort) will complete a Break Away experience.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Fewer than 12 students (less than 30% of a sophomore-senior cohort) will complete a Break Away experience.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
2018-19 Honors College official roster	annual

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
18 students graduated with Honors College Medal in 2018-19	

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

We have nearly reached our goal of a 50% completion rate with this third full cohort to graduate, improving somewhat on last year's 13 graduates. Our rolling average remains a little over 44% completion. Our efforts to promote completion have focused on nursing students, our largest major but with a persistently low completion rate. We have focused on promoting internship and externship Break Away options for nurses, and have now had several students complete the Honors Medal through healthcare experiential learning. We have also created an additional pathway to HONS course credit via the nursing research course sequence. We plan to begin a similar process for education majors, who also juggle a rigorous curriculum with Honors requirements.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

Include estimate of cost.

Explanation of How Resources Will Be Used

Goal Summary

Goal Summary/Comments

Honors College is dedicated to graduate success and sees the encouragement of career- and research-focused experiential learning as key to graduate opportunities. We use the Break Away and capstone components of our program to mentor students in these areas and the Honors Medal as an incentive to participation. At our outset, the Honors Committee chose a 50% completion rate for the program as a challenging but attainable goal to work towards. We have made progress but will need to reevaluate our goal in context of our larger-sized cohorts that entered in 2018 and 2018.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

In addition to the outcome-specific changes mentioned for each outcome, we feel that our program has developed to the point that we can and will establish new student learning goals. As an enrichment program rather than a degree-granting academic unit, our students chose an individual path through the honors curriculum; there is no universal course content that all students share, although there are some universal learning experiences. We have heretofore focused assessment on our operational goals as a recruitment tool and student enrichment opportunity. However, as we grow, we want to establish new learning outcomes for the HONS 489 and 499 capstone course, along with assessments that can measure student learning across the span of the program. We plan to pilot some new assessments in Spring 2020.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files
*Please upload any rubrics or other documents used
for this goal.*