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 "<u>identifies</u> expected outcomes, <u>assesses</u> the extent to which it achieves these outcomes, and <u>provides evidence of seeking improvement</u> based on analysis of the results".

Be sure to SAVE your progress as you work!

Academic Program
LINK Program- QEP

Submission Year
2021-2022

Assessment Coordinator Name
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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.

Program Goal
Students will develop the skills of effective leaders. (Leadership)

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

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?
Student Learning Outcome

Enter Outcome

Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used	**Frequency of Assessment**
LINK 101 core module quiz: Leadership	LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
94% (602/639)	3

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students remained consistent in performance on the Leadership module quiz compared to fall 2019 (97%) with 94% of students completing the quiz (602/639) scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will develop the skills of effective leaders by identifying the qualities of great leadership and

how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the assignment scored at the "Proficient" level on the SWOT analysis assignment.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored at the "Proficient" level on the SWOT analysis assignment.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored at the "Proficient" level on the SWOT analysis assignment.

Assessment Measure Used	**Frequency of Assessment**
LINK101 Leadership SWOT analysis assignment	LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
98% (518/529)	3

Comments/Narrative
Students completed the Leadership module video and slides on Blackboard, then submitted a Leadership SWOT analysis for self-assessment of their leadership qualities and potential, on Blackboard. A video about how to do a SWOT analysis was provided to students on Blackboard. The Program met the outcome according to this indicator of success. 98% of students completing the module in fall 2020 scored proficient, which is an improvement from fall 2019 where 75.5% scored proficient.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?

Student Learning Outcome

Enter Outcome
Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"
50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"
Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used	**Frequency of Assessment**
Discipline cluster assessments for Leadership (various)	LINK101 course-embedded assessment: every fall semester
Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
80%	3

Comments/Narrative
Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of leadership. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 80% of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome. Fall 2019 data shows that 89% of all students in LINK 101 met or exceeded expectations of this outcome.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 4

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?
Student Learning Outcome

Enter Outcome
Students will develop the skills of effective leaders by identifying the qualities of great leadership and how they will enhance employability. (Outcome 1A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"
LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"
LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used	**Frequency of Assessment**
Skyfactor First-Year Seminar Assessment (FYSA) Factors: 5. Academic Integrity, 17. Critical Thinking, 22. Social Integration	Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Factor 5: 2017: 5.73, 2018: 5.75, 2019: 6.08, 2020: 6.36 Factor 17: 2017: 5.29, 2018: 5.34, 2019: 5.76, 2020: 5.98 Factor 22: 2017: 5.54, 2018: 5.59, 2019: 5.84, 2020: 5.75	3

Comments/Narrative
Skyfactor FYSA was administered at the end of the course in fall 2020 and comparisons made to results in fall 2019. The Program met the expected outcome for this factor. Suggest keeping assessment and criteria the same for next year. Factor 22 (social integration) decreased slightly but, this can be attributed to COVID.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Goal Summary

Goal Summary/Comments
All expected outcomes were met for all indicators of success. Outcomes were met for: Leadership module quiz, SWOT analysis, discipline-cluster assessments, and the FYSA.

Changes Made/Proposed Related to Goal
Direct assessments specific to discipline clusters were used for program assessment. Completion rates for all Blackboard quizzes remained consistent this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. In addition, the LINK Peer Leader program was fully implemented this fall (2020). These students serve as LINK101 Peer Leaders as role models for leadership in the classroom and beyond.

Upload Rubrics/Other Files

Goal 2

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.

Program Goal
Students will become active citizens in the university community and beyond. (Involvement)

Pillar of Success Supported
Robust Student Experience

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?
Student Learning Outcome

Enter Outcome
Students will become active citizens in the university community and beyond by describing the principles of responsible citizenship and civic engagement. (Outcome 2A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"

Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used
LINK101 core module quiz: Student Handbook

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
93%, (651/700)

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

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students remained consistent in performance on the Student Handbook module quiz compared to fall 2019 (96%) with 93% of students scoring 70% or higher. The Program met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will become active citizens in the university community and beyond by describing the principles of responsible citizenship and civic engagement. (Outcome 2A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"
50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"

Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used
Discipline cluster assessments for Involvement (various)

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
84%

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

Comments/Narrative
Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of involvement. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 84% of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will become active citizens in the university community and beyond by practicing responsible citizenship through active involvement in opportunities within and beyond the campus community. (Outcome 2B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
NSSE-19 data will demonstrate a between-groups gain compared to the NSSE-16 data.

Performance Target for "Partially Met"
NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"
NSSE-19 data will demonstrate a between-groups decrease compared to the NSSE-16 data.

Assessment Measure Used
NSSE items: 1d, 2b, 12, 14e, 14h, 14i

Frequency of Assessment
Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)
2019: 2.89, 2016: 2.76, p=0.17, ES=0.15

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

Comments/Narrative
NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items that aligned with the Involvement outcome of LINK101 were identified and response data was pooled. The average response to these items (2.89) in 2019 was higher than the average response (2.76) in 2016. When students were asked about how much the institution emphasizes (14e) providing opportunities to be involved socially, (14h) attending campus activities and events, and (14i) attending events that address important social, economic, or political issues, statistically significant higher scores were received in 2019 (average = 3.18), compared to 2016 (average = 2.89) (p<0.01). No topical FYE module items were identified that aligned with this outcome.

No NSSE Data was collected during this academic year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 4

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?
Student Learning Outcome

Enter Outcome
Students will become active citizens in the university community and beyond by practicing responsible citizenship through active involvement in opportunities within and beyond the campus community. (Outcome 2B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"
LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA

Performance Target for "Not Met"
LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used
Skyfactor First-Year Assessment (FYSA) Factors:
10. Campus Policies,
20. Co-curricular Engagement

Frequency of Assessment
Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)
Factor 10: 2017:5.42, 2018: 5.44, 2019: 5.76, 2020: 5.93
Factor 20: 2017: 5.14, 2018: 5.31, 2019: 5.57, 2020: 5.76

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

Comments/Narrative
Skyfactor FYSA was administered at the end of the course in fall 2020 and comparisons made to results in fall 2019. The Program met the expected outcome for this factor. Suggest keeping the assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Goal Summary

Goal Summary/Comments
All expected outcomes were met for all indicators of success. Outcomes were met for: Student Handbook module quiz, FYSA and discipline-cluster assessments. NSSE data was not collected this academic year.

Changes Made/Proposed Related to Goal
Direct assessments specific to discipline clusters were completed again this year. Completion rates for all Blackboard quizzes remained consistent this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. The Program continues to foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Involvement outcome. The Program planned and implemented weekly drop-ins for LINK topics and targeted events and programming for first year success during the fall 2020 semester, which could also count as LINKed Events for students. All of these initiatives will be continued to maintain high-levels of performance on the Involvement outcomes.

Upload Rubrics/Other Files

Goal 3

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.

Program Goal
Students will build strong, positive networks within the university community. (Networking)

Pillar of Success Supported
Robust Student Experience

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used	**Frequency of Assessment**
LINK101 core module quiz: Career Services	LINK101 course-embedded assessment: every fall semester

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

86% (557/649)   3

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students remained consistent in performance on the Career Services module quiz compared to fall 2019 (86%) with 86% of students scoring 70% or higher. The Program met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year for comparison of modification efforts.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used	Frequency of Assessment
LINK101 core module quiz: Financial Literacy	LINK101 course-embedded assessment: every fall semester

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

85% (552/651)   2

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. The expected outcome was partially met, so modifications to improve performance are suggested. The Program will work with Financial Aid to rework the module and video in order to engage and encourage more learning with the students. Suggest keeping assessment and criteria the same for next year for comparison of modification efforts.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used	Frequency of Assessment
LINK101 core module quiz: The Healthy Student	LINK101 course-embedded assessment: every fall semester

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

99% (674/680)   3

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. The Program met the expected outcome according to this indicator of success. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 4

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by interacting collaboratively with peers, staff, and faculty to gain knowledge of areas of academic and career interest. (3B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"
50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"
Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used	**Frequency of Assessment**
Discipline cluster assessments for Networking (various)	LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
86%	3

Comments/Narrative
Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of networking. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 86% of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 5

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by connecting with individuals of diverse perspectives and backgrounds through respectful discourse.(3A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"
NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"
NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used	**Frequency of Assessment**
NSSE: FYE Topical Module items: 1d, 3a, 3b (pool) and 2c, 2d (pool)	Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2019: 2.44, 2.60; 2016: 2.42, 2.96	3

Comments/Narrative
NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items from the FYE Topical Module that aligned with the Networking outcome of LINK101 were identified and response data was pooled. The average response to items (1d, 3a, 3c) related to how often students asked instructors for help or sought help with coursework from faculty or learning support services was not significantly different between 2016 (2.42) and 2019 (2.44), although it did increase. However, the average response to items (2c, 2d) related to how difficult it was to get help with schoolwork or interact with faculty were significantly lower in 2019 (2.60) compared to 2016 (2.96), with an ES>0.3 (considered a large effect). It appears that it was significantly less difficult to get help with schoolwork or interact with faculty in 2019 than 2016. The improvement from 2016 to 2019 on items 1d, 2c, and 2d were statistically significant ($p < 0.05$).

NSSE data was not collected this academic year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 6

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?
Student Learning Outcome

Enter Outcome
Students will build strong, positive networks within the university community by connecting with individuals of diverse perspectives and backgrounds through respectful discourse.(3A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"
LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"

LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used
Skyfactor FYSA Factors:
7. Diverse Interactions,
9. Major/Career Choice,
11. Money Management,
12. Wellness,
18. Connections with Faculty,
19. Connections with Peers

Frequency of Assessment
Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)
Factor 7:2017: 5.46, 2016: 5.37, 2019: 5.81, 2020: 6.18
Factor 9: 2017: 5.46, 2018: 5.53, 20191: 5.81, 2020: 6.05
Factor 11: 2017: 4.79. 2018: 5.06, 2019: 4.97, 2020: 5.65
Factor 12: 2017: 5.19, 2018: 5.23, 2019: 5.64, 2020: 5.97
Factor 18: 2017: 5.39, 2018: 5.44, 2019: 5.80, 2020: 5.96
Factor 19: 2017: 5.46. 2018: 5.50, 2019: 5.88, 2020: 5.82

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

Comments/Narrative
Skyfactor FYSA was administered at the end of the course in fall 2020 and comparisons made to results in fall 2019. The Program met the expected outcome for this factor. All factors with the exception of Connections with Peers saw an increase from the previous year's assessment. Connections with Peers only decreased by 0.06, which can be attributed to COVID. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Goal Summary

Goal Summary/Comments
All expected outcomes were met or partially met for all indicators of success. Outcomes were met for: The Healthy Student module quiz, Career Services quiz, the FYSA and discipline-cluster assessments. Outcomes were partially met for: Financial Literacy module quiz. NSSE data was not collected this academic year.

Changes Made/Proposed Related to Goal
Direct assessments specific to discipline clusters were continued this year. Completion rates for all Blackboard quizzes remained consistent this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. The Program continues to foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Networking outcome. This co-curricular engagement/support for

students should improve performance on the Career Services module. In class assignments regarding money management and budgeting were implemented. The Program planned and implemented weekly drop-ins for LINK topics during the fall 2020 semester, which should help students connect to resources and faculty/staff on campus, all critical to the Networking outcome. All of these initiatives will be continued to maintain high-levels of performance on the Networking outcomes.

Upload Rubrics/Other Files

Goal 4

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.

Program Goal
Students will learn how to be successful in college and life. (Knowledge)

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

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used
LINK101 core module quiz: Blackboard/ITS

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
94% (592/610)

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

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz on Blackboard. Students performance remained consistent on the Blackboard/ITS module quiz compared to fall 2019 (99%), with 94% of students scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the module scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the module scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the module scored 70% or better.

Assessment Measure Used
LINK101 core module quiz:
Academic Success

Frequency of Assessment
LINK101 course-embedded assessment: every fall
semester

Data Collected for this Timeframe (Results)
98% (646/659)

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

Comments/Narrative
Students viewed a video and slides on this topic in Blackboard then completed this multiple-choice quiz
on Blackboard. Students remained consistent in performance on the Academic Success module quiz
compared to fall 2019 (99%) with 98% of students scoring 70% or higher. Suggest keeping assessment
and criteria the same for next year. The Program met the expected outcome according to this indicator
of success.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by developing and applying skills and
strategies that support personal and academic success. (4B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 90% of the students who completed the post-test scored 70% or better.

Performance Target for "Partially Met"
50-89% of the students who completed the post-test scored 70% or better.

Performance Target for "Not Met"
Less than 50% of the students who completed the post-test scored 70% or better.

Assessment Measure Used
LINK101 course post-test: WDYK LINK Test #2

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
94% (616/657)

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

Comments/Narrative
Students completed the "What Do You Know" (WDYK) LINK Test #2 at the end of the semester as a course post-test. Students remained consistent in performance on the WDYK LINK Test #2 compared to fall 2019 (97%) with 94% of students scoring 70% or higher. Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 4

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
75% of students completing both WDYK LINK tests improved their score from the pre- to the post-test.

Performance Target for "Partially Met"
50-74% of students completing both WDYK LINK tests improved their score from the pre- to the post-test

Performance Target for "Not Met"
Less than 50% of students completing both WDYK LINK tests improved their score from the pre- to the

post-test

Assessment Measure Used
LINK101 course pre-test to post-test improvement

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
94% (556/657)

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

Comments/Narrative
Gains from pre-test scores (WDYK LINK Test #1) to post-test scores (WDYK LINK Test #2) were measured and 94% of students taking both tests improved their scores as compared to fall 2019 (88%). Suggest keeping assessment and criteria the same for next year. The Program met the expected outcome according to this indicator of success.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 5

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by developing and applying skills and strategies that support personal and academic success. (4B)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
At least 75% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Partially Met"
50-74% of students in LINK 101 will meet or exceed the expectations for this learning outcome.

Performance Target for "Not Met"
Less than 50% of the students met or exceeded the expectations for this learning outcome.

Assessment Measure Used
Discipline cluster assessments for Knowledge (various)

Frequency of Assessment
LINK101 course-embedded assessment: every fall semester

Data Collected for this Timeframe (Results)
87%

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

Comments/Narrative
Lead instructors were asked to develop cluster-specific assessments to be administered during class time or assigned for homework that aligned with program goals of knowledge. Clusters identified assessments and measures of success specific to their clusters, identified levels of achievement, and reported number and percentages of students that met or exceeded their expectations. Clusters reported assessment data with a combined average of 87% of all students taking LINK 101 meeting or exceeding cluster-specific expectations on this outcome. Fall 2019 data showed 89% of students met or exceeded the expectations of this outcome.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 6

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by identifying his/her interests, strengths, and opportunities in order to make informed decisions about a career path. (4A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"
NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"

NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used
NSSE FYE Topical Module items:
1a-b (pool), 2a-b (pool)

Frequency of Assessment
Conducted in spring 2016, spring 2019, and spring 2022 to all students enrolled at Lander University

Data Collected for this Timeframe (Results)
2019: 2.84, 3.65
2016: 2.85, 3.76

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

Comments/Narrative
NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE items from the FYE Topical Module that aligned with the Knowledge outcome of LINK101 were identified and response data was pooled. The average response to items (1a-b) related to studying and finding additional information when they did not understand material was not significantly different between 2016 (2.85) and 2019 (2.84). The average response to items (2a-b) related to how difficult it was learning course material and managing your time were lower in 2019 (3.65) compared to 2016 (3.76).

NSSE data was not collected during this academic year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 7

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?
Student Learning Outcome

Enter Outcome
Students will learn how to be successful in college and life by identifying his/her interests, strengths, and opportunities in order to make informed decisions about a career path. (4A)

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous

year's FYSA.

Performance Target for "Partially Met"
LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA

Performance Target for "Not Met"
LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA

Assessment Measure Used	**Frequency of Assessment**
Skyfactor FYSA Factors: 6. Knowledge of academic services; 8. Knowledge of study strategies; 13. Library, research, and information literacy skills; 14. Academic skills; 15. Managing Time and Priorities; 16. Knowledge of Stress Management	Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)
Factor 6: 2017: 5.46, 2018: 5.37, 2019: 5.81, 2020: 6.29
Factor 8: 2017: 5.26, 2018: 5.35, 2019: 5.72, 2020: 5.89
Factor 13: 2017: 5.62, 2018: 5.71, 2019: 6.01, 2020: 5.90
Factor 14: 2017: 4.56, 2018: 4.72, 2019: 5.13, 2020: 5.39
Factor 15: 2017: 5.54, 2018: 5.46, 2019: 5.96, 2020: 6.07
Factor 16: 2017: 5.09, 2018: 5.03, 2019: 5.42, 2020: 5.60

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

Comments/Narrative
Skyfactor FYSA was administered at the end of the course in fall 2020 and comparisons made to results in fall 2019. The scores across all factors increased with the exception of Factor 13 (Library, research, and information literacy skills). The Program partially met the expected outcome for this factor. Will work to create a more user friendly information literacy module with the librarians for future courses. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Goal Summary

Goal Summary/Comments
All expected outcomes were met or partially met for all indicators of success. Outcomes were met for: Blackboard/ITS module quiz, Academic Success module quiz, WDYK LINK post-test scores, WDYK LINK pre- to post-test score improvement, and discipline-cluster assessments. Outcomes were partially met for FYSA. Outcomes were not assessed for NSSE.

Changes Made/Proposed Related to Goal
Direct assessments specific to discipline clusters were added this year to the program assessment. Completion rates for all Blackboard quizzes remained consistent this year as a result of identical sequencing of modules and the same due dates for Blackboard assessments across all class sections. The Program will continue to foster stronger partnerships with various agencies on campus to increase student achievement and improve student perceptions regarding the Knowledge outcome. The Program planned and implemented weekly drop-ins for LINK topics during the fall 2020 semester, which helped students gain college-level knowledge and skills, all critical to the Knowledge outcome. All of these initiatives will be continued to maintain high-levels of performance on the Knowledge outcomes.

Upload Rubrics/Other Files

Goal 5

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.

Program Goal
Students completing the LINK101 course will have improved academic success and retention rates.

Pillar of Success Supported
Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

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
Retention rates for students who pass LINK101 will be higher than the previous year and than the average university retention rate.

Timeframe for this Outcome
Fall 2020 to Fall 2021

Performance Target for "Met"
Overall retention rate is higher than the previous year and higher than the university retention rate.

Performance Target for "Partially Met"

Overall retention rate is at least higher than the university retention rate.

Performance Target for "Not Met"
Overall retention rate is lower than the university retention rate.

Assessment Measure Used	**Frequency of Assessment**
Overall retention rate for all students who pass LINK101 (first to second year)	Annually after fall drop/add is complete
Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2021: 76% 2020: 71%	3

Comments/Narrative
Retention rate for all students who pass LINK 101 (D and above) from fall 2020 to fall 2021 in the fourth year of the program was 76% and the average retention rate at Lander University for all students in the fall 2020 cohort (67%).

Our program retention numbers above demonstrate retention of those passing the LINK course. Overall retention for students taking LINK in the fall was 67%. The university's retention rate and the LINK retention rate are the same according to this criteria.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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
Retention rates for students in LINK101 will be higher than the previous year and than the average university retention rate.

Timeframe for this Outcome
Fall 2020 to Fall 2021

Performance Target for "Met"
Retention rate for students who earn an A or B in LINK101 is higher than the previous year and higher

than the university retention rate.

Performance Target for "Partially Met"
Retention rate for students who earn an A or B in LINK101 is at least higher than the overall university retention rate.

Performance Target for "Not Met"
Retention rate for students who earn an A or B in LINK101 is lower than the overall university retention rate.

Assessment Measure Used	**Frequency of Assessment**
Retention rates for students who earn an A or B in LINK101 (first to second year) – "ambitious and talented students"	Annually after fall drop/add is complete

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2021: 83%	3
2020: 64%	
2019: 77%	
2018: 82%	

Comments/Narrative
Retention rate for students who earned an A or B in LINK101, from fall 2020 to fall 2021 in the fourth year of the program was 83%, which was higher than the previous year's retention rate of students who earned an A or B in LINK 101 (64%).

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

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
Academic success of students in LINK101 as measured by GPA will be higher than the previous year.

Timeframe for this Outcome

Academic Year: 2020-2021

Performance Target for "Met"
Average GPA of students who pass LINK101 is more than 0.1 higher than the previous year.

Performance Target for "Partially Met"
Average GPA of students who pass LINK101 is within 0.1 of the average GPA in the previous year.

Performance Target for "Not Met"
Average GPA of students who pass LINK101 is more than 0.1 lower than the previous year

Assessment Measure Used	**Frequency of Assessment**
Average GPA of students at end of first year who passed LINK101	Annually after spring final grades are submitted

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2021: 2.96 2020: 3.08 2019: 2.46 2018: 2.34	1

Comments/Narrative
Average GPA for all students who pass LINK 101 (D and above) from fall 2020 to fall 2021 in the fourth year of the program was 2.96, below last year's average GPA among students that passed the course (3.08).

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 4

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
Academic success of students in LINK101 as measured by GPA will be higher than the previous year.

Timeframe for this Outcome

Academic Year 20120-2021

Performance Target for "Met"
Average GPA of students who earn an A or B in LINK101 is more than 0.1 higher than the previous year.

Performance Target for "Partially Met"
Average GPA of students who earn an A or B in LINK101 is within 0.1 of the average GPA in the previous year.

Performance Target for "Not Met"
Average GPA of students who earn an A or B in LINK101 is more than 0.1 lower than the previous year

Assessment Measure Used	**Frequency of Assessment**
Average GPA of students at end of first year who earn an A or B in LINK101 – "ambitious and talented students"	Annually after spring final grades are submitted

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2021: 3.15 2020: 3.17 2019: 2.88 2018: 2.90	2

Comments/Narrative
Average GPA for all students who earned an A or B in LINK101, from fall 2020 to fall 2021 in the fourth year of the program was 3.15, within 0.02 of last year's average GPA among students that earned an A or B in the course (3.17).

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 5

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

Students will develop a sense of belonging to the university.

Timeframe for this Outcome
Academic Year 2019-2020

Performance Target for "Met"
NSSE-19 data will demonstrate a between-groups improvement compared to the NSSE-16 data.

Performance Target for "Partially Met"
NSSE-19 data will demonstrate no between-groups difference compared to the NSSE-16 data.

Performance Target for "Not Met"
NSSE-19 data will demonstrate a between-groups lack of improvement compared to the NSSE-16 data.

Assessment Measure Used	**Frequency of Assessment**
NSSE items: 19 (20)	Conducted in spring 2016, spring 2019, and spring
FYE Topical Module item: 4a	2022 to all students enrolled at Lander University
Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
2019: 83%, (89%) 30.3%	3
2016: 87%, 38.2%	

Comments/Narrative
NSSE was administered to first-year students in spring 2013, 2016, and 2019 (comparisons made between NSSE-16 and NSSE-19). NSSE item 19 and FYE Topical Module item 4a related to retention were identified. When asked "If you could start over again, would you go to the same institution you are now attending?" (item 19), 83% replied "probably yes" or "definitely yes" in 2019, compared to 87% in 2016. A new item was added in 2019 (item 20), which asks "Do you intend to return to the same institution next year?" to which 89% of students replied "yes". In the NSSE FYE Topical module, item 4a, when asked "During the current school year, have you seriously considered leaving this institution?" 30.3% replied "yes" in 2019, decreased from 38.2% replying "yes" in 2016.

No NSSE Data was collected during this academic year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Outcome 6

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
Students will develop a sense of belonging to the university.

Timeframe for this Outcome
Fall 2020

Performance Target for "Met"
LINK101 FYSA average ratings on selected items will demonstrate a gain when compared to previous year's FYSA.

Performance Target for "Partially Met"
LINK101 FYSA average ratings on selected items will demonstrate no difference when compared to previous year's FYSA.

Performance Target for "Not Met"
LINK101 FYSA average ratings on selected items will demonstrate a decrease when compared to previous year's FYSA.

Assessment Measure Used
Skyfactor FYSA Factors:
1. Classroom Learners: Engaging Pedagogies,
3. Usefulness of Course Materials, 4. Improved transition to college, 21. Impacted retention and graduation
23. Overall program effectiveness

Frequency of Assessment
Administered to all LINK101 students at end of course: every fall semester

Data Collected for this Timeframe (Results)
Factor 1: 2017: 4.59, 2018: 4.76, 2019: 5.37, 2020: 5.74
Factor 3: 2017: 5.33, 2018: 5.34, 2019: 5.83, 2020: 5.88
Factor 4: 2017: 5.31, 2018: 5.33, 2019: 5.77, 2020: 5.99
Factor 21: 2017: 5.22, 2018: 5.47, 2019: 5.85, 2020: 6.16
Factor 23: 2017: 4.70, 2018: 4.86, 2019: 5.51, 2020: 5.77

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

Comments/Narrative
Skyfactor FYSA was administered at the end of the course in fall 2020 and comparisons made to results in fall 2017, fall 2018 and fall 2019. All factors saw an increase. The Program met the expected outcome for this factor. Suggest keeping assessment and criteria the same for next year.

Resources Needed to Meet/Sustain Results
None

Explanation of How Resources Will Be Used
None

Goal Summary

Goal Summary/Comments
All expected outcomes were met or partially met for all indicators of success, including FYSA factors related to retention and success. Outcomes were met for: retention and the FYSA. Outcomes were partially met for: average GPA of A/B students. Outcomes were not met for: average GPA of passing students.

NSSE data was not collected during this academic year.

Changes Made/Proposed Related to Goal
Several initiatives have been implemented to increase retention and success of our students across campus. LINK ExComm and instructors plan to continue an assembly of all LINK students at the beginning of each school year, as part of the Launch into Lander events. This should help to begin building community and foster a sense of belonging for the students, which have been shown to increase retention and success. The themes of "belonging" and "growth mindset" will be emphasized at the training LINK Academy and the LINK Assembly, as well as the curriculum in the LINK101 course for the fall 2021 semester.

GPA issues could be affected by the decrease in number of in-person courses and COVID.

Upload Rubrics/Other Files

Dean's Email Address
sjones@lander.edu

Approved by Dean?
Yes

Signature of Dean
Scott L. Jones

Comments from Dean's Review
Well done.

Thank you for reviewing and approving this report. The approval and a copy of the report will be emailed to you and the Assessment Coordinator.