**Unit/Department Institutional Effectiveness Plan**

Unit/Department Name:Click or tap here to enter text.

Person Filling Out Form: Click or tap here to enter text.

Date Submitted: Click or tap here to enter text.

**Part I. Unit/Department Operational Outcomes. All institutional units/departments should list operational outcomes. Each unit/department should have 4-6 operational outcomes tied to the university strategic plan. All of them should be assessed each year as to completion and/or progress made.**

Department/Unit Mission: Click or tap here to enter text.

Department/Unit Operational Outcomes:

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| Operational Outcome | University Strategic Plan Objective(s) | Assessment Measure(s) | Performance Criteria | Plan for Obtaining Data |
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**Part II. Student Learning Outcomes. (To be completed by all academic departments and programs and only those administrative departments and programs where student learning outcomes are applicable.) Academic Departments must have student learning outcomes listed for each academic program within the department. Each program should have 4-6 student learning outcomes with at least two of the outcomes assessed each year. Each outcome must have at least one direct measure for its assessment and may have additional assessment measures that are direct or indirect.**

Name of Program or Department: Click or tap here to enter text.

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| Program Student Learning Outcomes | Assessment Measure(s) | Performance Criteria | Plan for Obtaining Data |
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**Part III. Information to Aid in Filling Out IE Plan.**

III.1 University Strategic Design 2017-2023

1. Attract, retain, and serve students who wouldn’t normally go to college or to Centenary.

1.1 10% of new students will come from previously untapped demographic groups and geographic areas.

2. Increase net revenue and reduce dependence on student revenue

2.1 Annual Fund support will increase 10% to 15% per year and new major gifts will fund strategic design initiatives.

2.2 Multi-year projects with long-term investment will be responsibly executed.

2.3 A new category of growth revenue will increase through innovative new programs that attract new users.

2.4 Reduction in tuition revenue dependency to exceed our peer group.

2.5 Annual Operational Expenses will be decreased by $3 million within 5 years.

3. Create infrastructure for innovation and successful adaptability to changing environments inside and outside higher education.

3.1 Students, faculty, and staff will experience and engage in a culture of innovation.

4. Increase organizational health and efficiency.

4.1 All members of the community will experience an environment that promotes mental and physical well-being.

4.2 Authentic, continuous improvement will be based on sustainable, campus-wide structure for assessment.

4.3. Improvements in time, cost, and accuracy will be achieved by more efficient business practices.

4.4 Organizational health, as defined by the Lencioni model, will be achieved.

5. Increase the value of a Centenary education or students.

5.1. A culture of global citizenship will permeate the campus.

5.2 All students will experience a strong connection between the curriculum and the co-curriculum.

5.3 Centenary will graduate career-ready students.

5.4. A learner-centered teaching environment will be developed where it does not exist and enhanced where it does exist.

5.5 Students will experience a student-centered model for internal processes.

5.6 Students will experience an enhanced campus culture and educational experience through a commitment to diversity, equity, and inclusion.

5.7 Students will experience success at Centenary while formulating and achieving personal and professional goals.

6. Achieve measurable human gain in our region through institutional and student-focused partnerships between Centenary and external organizations.

6.1 A symbiotic relationships between the campus community and local to global communities will exist.

6.2 New partnerships with businesses will be created.

6.3 Students will participate in programs and earn credentials in inter-institutional consortia.

III.2 Definitions

**Operational Outcome:** An operational outcome is a specific measurable statement about improvements that a unit would like to make to its programs or services. Each outcome should flow from a more general goal of the unit’s strategic plan and should connect to the university strategic plan. Examples:

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| --- | --- | --- | --- | --- |
| Operational Outcome | University Strategic Plan Objective(s) | Assessment Measure(s) | Performance Criteria | Plan for Obtaining Data |
| Increase the number of student research projects. | 5.7 | Number of student research projects completed each year. | Number of student research projects increases by 10% each year. | Review department data each spring. |
| Increase attendance of alumni at alumni weekend. | 6.1 | Non-duplicated number of alumni attending alumni weekend each year. | Number of alumni attending alumni weekend increases by 20% each year. | Review attendance data each year. |

**Student Learning Outcome:** A student learning outcome is a specific measurable knowledge, skill, ability, or other program specific attribute that students will be able to demonstrate as a result of participating in the program. Examples:

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| --- | --- | --- | --- |
| Program Student Learning Outcomes | Assessment Measure(s) | Performance Criteria | Plan for Obtaining Data |
| Students will understand the American politics subfield of political science. | 1. Essay question on American Politics in PS314 with essay assessment rubric. 2. Major Field Assessment Test. | 1. 80% of students will score 3 or above (scale of 1-5) on essay. 2. 80% of seniors will score above national average on Am politics subfield. | 1. Data will be obtained in odd years. 2. Data will be obtained annually. |

**Direct Measures:** A direct measure of student learning provides evidence of the increase in a student’s knowledge, skills, and ability as a result of the program. Examples: rating of student skill by supervisor, scores and pass rates on appropriate certification exams, capstone experiences, written work or performance using a rubric, portfolio of student work, etc.

**Indirect Measures:** An indirect measure is information obtained by asking students or someone else to reflect on the student learning rather than to demonstrate it. Examples: student surveys, student course evaluations, student exit interviews, alumni surveys, career placement rates after graduation, etc.