UNIVERSITY OF THE PEOPLE

AY 2021 ASSESSMENT

OF STUDENT LEARNING OUTCOMES RESULTS

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AY 2021 - PROGRAM ASSESSMENT REPORT

Institutional Research and Assessment

The teaching and learning process revolves around student assessment, which has been the subject of much discussion in the scholarship of teaching and learning. We can never know whether our teaching is effective without obtaining and analyzing evidence of student learning. Thus, effective instruction requires some means of knowing whether students are learning the required knowledge and skills. Assessing students' learning is like holding a magnifying glass up to their learning to determine whether it is working well or needs to be improved.

Assessing and evaluating the quality of academics and support programs for students is essential to University of the People's success. Assessing student learning outcomes at the program level continues to be a focus of the assessment team in the Office of Institutional Research and Assessment.

AS/BS in Business Administration

Program Learning Outcomes	Target
SLO 1. Students will be able to explain a framework in applying appropriate business models in decision-making situations.	Criteria of success - Met
SLO 2. Students will be able to identify and analyze business problems and opportunities and formulate recommendations for courses of action.	Criteria of success - Met
SLO 3. Students will be able to identify opportunities for new business ventures and evaluate their potential for success.	Criteria of Success - Exceeded
SLO 4. Students will be able to demonstrate the knowledge and skills needed to perform effectively within a team environment.	Criteria of Success - Exceeded
SLO 5. Students will be able to apply ethical reasoning to business situations.	Criteria of Success – Exceeded
SLO 6 Students will be able to recognize the need to respond to ethical and legal concerns relating to humanresource and organizational management.	Criteria of Success – Exceeded
SLO 7. Students will be able to communicate using well-organized arguments and credible supporting evidence.	Criteria of Success - Not Met

Action Plan/Closing the Loop Plan for Next Year

- Add measurements using assignments graded by instructors for all program SLO
- Review Written Assignments used for measuring program SLO and enhance the information given to students and the information on the levels used for evaluating the peer works.
- Review PLO 5 and PLO 6 and find out if we can merge the two PLO into one PLO
- Review PLO 4 - Students will be able to demonstrate the knowledge and skills needed to perform effectively within a team environment.
    - To find whether we can improve our courses to add content for students to gain learning on an effective team.
    - To find measurements to measure the PLO. Review the AACU VALUE rubric on teamwork to find out whether we can adopt the rubric.

AS/BS in Computer Science

Program Learning Outcomes	Target
SLO 1: Students will be able to provide a framework for applying strategies for the effective design of computing systems.	Criteria of Success - Exceeded
SLO 2: Students will be able to explain and apply appropriate methods in the planning, development, and management of design projects.	Criteria of Success - Exceeded
SLO 3: Students will be able to cover the knowledge and skills needed to analyze problems from multiple perspectives and seek resolution through multiple methods and tools.	Criteria of Success - Exceeded
SLO 4: Students will be able to apply mathematical methods effectively to analyze and resolve problems.	Criteria of Success - Exceeded
SLO 5: Students will be able to communicate effectively using well-organized arguments and credible supporting evidence.	Criteria of Success - Exceeded
SLO 6: Students will be able to enhance their command of critical thinking for computer ethics, privacy, and security.	Criteria of Success - Exceeded

Action Plan/Closing the Loop Plan for Next Year

- Enhance measurements to assess program student learning outcomes such as adding interactive rubrics to courses to make the measurement stronger, and the instructor can assess more effectively.
    - AAL will work on reviewing the assignments for the portfolio and adding assessment rubrics to the portfolio.

- AAL will review the written assignment used for assessing the PLO and improve the assignments that do not have information for each aspect.
- Enhance assessment of student learning outcome process within the department by
    - Enhance faculty engagement with the assessment of student learning through Faculty Assessment Series - FAS,
    - Implement Academic Assessment Leader

AS/BS in Health Science

Program Learning Outcomes	Target
SLO 1. Students will be able to explain the social and biological causes of health and illness.	Criteria of success - Met
SLO 2 Students will be able to articulate a holistic view of the determinants of mental health and psychopathology.	Criteria of Success - Exceeded
SLO 3. Students will be able to cover the knowledge and skills needed to perform effectively within the context of disease prevention and the promotion of health.	Criteria of Success - Not Met
SLO 4. Students will be able to utilize team-building skills to lead and/or co-lead collaborative projects to accomplish group goals.	Insufficient Data/Not Assessed
SLO 5. Students will be able to apply the basic principles of organizational theory to the relationship between health care and health.	Criteria of Success - Exceeded
SLO 6. Students will be able to develop an understanding of the role of policy, ethics, and resources in the management of prevention programming and health service delivery.	Criteria of Success - Exceeded
SLO 7. Students will be able to analyze ethical issues encountered in fostering disease prevention and the promotion of health as they can affect individuals as well as communities.	Criteria of Success - Partially Met
SLO 8. Students will be able to formulate responses to ethical and legal concerns relating to health service provision as well as health and medical research.	Criteria of Success - Exceeded
SLO 9. Students will be able to communicate using well-organized arguments and credible supporting evidence.	Criteria of success - Met

Action Plan/Closing the Loop Plan for Next Year

- Review the measurements and use instructor-graded assignments to measure the Program Learning Outcomes

- Re-assess the HS 2712 written assignment and modify the type of assignment to meet Program Learning Objectives.
- Meet with BIOl 1121 instructors and inquire about their observations regarding the assignment. Also, analyze and assess the ratio of the sample size among both genders to determine if there was a balance between the two genders.
- Reassess the written assignment of measurement 1(HS 2212). The assignment was given in the very first week of the course. Since this work requires a comprehensive understanding of reading a study report and then generalizing the findings. Making students go through such tasks in week one can be a reason for failing to achieve the criteria of success. Such assignments should be introduced gradually, once the students are trained enough in reading and summarizing a study report.
- **R**eview the Health Science courses and find measurements to measure PLO 4

M.Ed.

Program Learning Outcomes	Target
SLO 1. Students will be able to create and analyze developmentally appropriate curricula.	Criteria of Success - Exceeded
SLO 2. Students will be able to Create an effective learning environment by implementing practices based on the diversity of their learners and the resources available to them.	Criteria of Success - Exceeded
SLO 3. Students will be able to create lessons based on the performance of learners on previous assessments.	Criteria of Success - Exceeded
SLO 4. Students will be able to create a plan for continuing professional development that advances their professional knowledge and skills, as well as contributes to their school and the broader community.	Insufficient Data/Not Assessed
SLO 5a. Students will be able to analyze the advantages of using the development instructional approach stages at various age levels.	Criteria of Success - Exceeded
SLO 5b. Students will be able to Identify and develop high-Impact pedagogical practices that help adolescents to stay resilient within the school context.	Criteria of Success - Exceeded

Action Plan/Closing the Loop Plan for Next Year

- Strengthening the curriculum by redesigning three courses.
Review the curriculum and redesign three courses to improve the curriculum EDUC 5240 - Creating Positive Learning Environment as the Introductory level for creating lesson plans, EDUC 5270 - Advanced Practices for Teaching Elementary and Middle School

Literacy (for Elementary Education), and EDUC 5280 - Advanced Practices for Teaching Literature and Writing at the Secondary.

- Enhance measurements to assess program student learning outcomes such as adding interactive rubrics to courses to make the measurement stronger and the instructor can assess more effectively.

MBA

Program Learning Outcomes	Target
SLO 1: Students will be able to differentiate the key sociological, psychological, and organizational concepts and theories necessary for effective leadership and management.	Criteria of success - Met
SLO 2: Students will be able to formulate the knowledge and skills needed to plan, structure, manage, and monitor organizations.	Criteria of Success - Exceeded
SLO 3: Students will be able to apply to distinguish methods for improving productivity, responsiveness, quality, and customer/client satisfaction.	Criteria of Success - Exceeded
SLO 4: Students will be able to develop in-depth knowledge of operational areas and their functions, processes, and interrelationships.	Criteria of Success - Exceeded
SLO 5: Students will be able to develop cross-cultural awareness and appraise today's global economy.	Criteria of Success - Exceeded
SLO 6: Students will be able to develop creativity and problem-solving strategies to formulate positive change.	Criteria of Success - Exceeded
SLO 7: Students will be able to explain the importance of legal and ethical behavior on the part of the organization and its members.	Criteria of Success - Exceeded
SLO 8: Students will be able to develop increased self-awareness and growth.	Insufficient Data/Not Assessed
SLO 9: Students will be able to create a network among peers from around the globe.	Insufficient Data/Not Assessed
SLO 10: Students will be able to construct clear, well-organized arguments supported by credible research-based evidence.	Criteria of Success - Exceeded

Action Plan/Closing the Loop Plan for Next Year

- Review the measurements used for assessing the PLO
- Improve the assignment graded by instructors and add rubrics so we can retrieve the assessment data.

GENERAL EDUCATION - AY 2021 REPORT

There are eight General Education core competencies with 16 learning outcomes.

- Exceed the criteria for success:13 learning outcomes (81%)
- Meet the criteria for success: 1 learning outcome (6%)
- Partially meet the criteria for success: 2 learning outcomes (13%)

1. Information Literacy

SLO 1. Students will be able to identify, gather, and analyze data from multiple sources and evaluate information and its sources critically.	Criteria for success - Partially Met
SLO 2. Students will be able to use information effectively to accomplish a specific purpose.	Criteria for Success - Exceeded
SLO 3. Students will be able to identify reliable sources for academic works and identify plagiarism	Criteria for Success - Exceeded

Action Plan for Improvement

- Create better measurements and rubrics used by the instructor. Create at least two measurements and implemented them in AY 2023.
- Change the criteria for success from 70% to 75%

2. Quantitative Reasoning

SLO 1. Students will be able to apply appropriate quantitative reasoning and/or mathematical methods to solve problems.	Criteria for Success - Met
SLO2. Students will be able to interpret mathematical models to support conclusions and evaluate the findings	Criteria for success - Partially Met

Action Plan for Improvement

1. Create better measurements and add rubrics for better evaluation of calculative Mathematical questions will be created. At least two instructor assignments will be added to the assessment plan in Ay 2023.
2. Discussion Forums for MATH 1281 and MATH 1201 will be reviewed to enhance students' comprehension of the content. Instead of having open questions, a set of problems will be suggested for discussion.
3. The MATH 1281 - Introduction to statistics will be redesigned with better course learning outcomes and no advanced tools such as R or Math Lab or SPSS, etc.
4. Create instructor-graded assignments to measure the SLO in AY 2023 by improving the Learning Journal.
5. The learning journal for Math 1201 will be changed to engage students in the content of the lessons.
6. The MATH 1281 - Introduction to statistics will be redesigned with better course learning outcomes and to help students with advanced tools such as R or Math Lab or SPSS, etc. Learning journals will be improved to have better learning outcomes and help students understand the concept better.
7. Change the criteria for success from 70% to 75%

3. Communication

SLO 1. Students will be able to demonstrate an ability to develop thoughts and ideas in a logical and organized manner.	Criteria for Success - Exceeded
SLO 2. Students will be able to produce persuasive ideas using high-quality evidence collected from appropriate, and properly cited, academic resources	Criteria for Success - Exceeded
SLO 3. Students will be able to execute proper delivery techniques to convey a clear message	Criteria for Success - Exceeded

Action Plan for Improvement

- Review the peer-to-peer measurement used and improve them to make sure that students are using the level and not the points when they are assessing the assignments.
- Change the criteria for success from 70% to 75%

- Improve the peer-to-peer assessment used for assessing the SLO by adding clear information for each level or by setting up the Moodle Workshop based on the levels and not based on the points. The points will be calculated behind the scene. The improvement will be implemented in AY 2023

    o ENVS 1301 - Unit 6
    o AHIST 1401 - Unit 7
    o ENGL 1405 - Unit 6
    o ENGL 1102
    o POLS 1503 - Unit 4 and Unit 7
    o HIST 1421 - Unit 1
- Add rubrics for the assignments graded by instructors.
    o ENGL 1405 - Unit 6 - Implemented in AY 2022-T4 - Measuring SLO 1, 2, and 3
    o ENGL 1102 - Unit 8 - Implemented in AY 2022-T4 - Measuring SLO1, 2, and 3

4. Values and Ethical Reasoning

SLO 1. Students will be able to explain ethical dilemmas across various contexts	Criteria for Success - Exceeded
SLO 2. Students will be able to objectively analyze differing perspectives and value systems and relate them to their own beliefs.	Criteria for Success - Exceeded

Action Plan for Improvement

- Improve written assignments in PHIL 1402 (Unit 5) and PHIL 1404 (Unit 4) - give better information to students regarding the level used for assessment.
- Add assignments graded by instructors to assess SLO 1 and SLO 2
- Change the criteria for success from 70% to 75%

5. Civilization Studies, Culture, and Belief

SLO1. Students will be able to reflect on the role of humanities and history in shaping social culture.	Criteria for Success - Exceeded
SLO2. Students will be able to analyze the role of humanities in understanding cultures of the world	Criteria for Success - Exceeded

Summary

There are two SLOs. Criteria for success were met: 72% for SLO1 and 74% for SLO2

Action plan for next year

- Review the AHIST 1401 course learning outcomes and add " cultural globalization"
- Add measurement graded by faculty for assessing SLO 1 and SLO 2 using AHIST 1401 and HIST 1421.
- Review the written assignment for AHIST 1401 and HIST 1421 and make the level clear for students by adding information on each level of the grading point for SLO 1 and SLO 2
- Change the criteria for success from 70% to 75%

6. Discipline Areas of Knowledge Requirement
6.1. Humanities

SLO 1. Students will be able to recognize human experience in art history as it is linked to historical events and cultural trends.	Criteria for Success - Exceeded

Action plan for next year

- Change the criteria for success from 70% to 75%
- Review and update instructor-graded assignments in AHIST 1401 and HIST 1421
    - HIST 1421 - Unit 4 - Learning Journal - Implementation is AY 2023- T1
    - AHIST 1401 - Unit 4 - Learning Journal - Implementation is AY 2023 - T1
    - HIST 1421 WA2 -Unit 2 - Learning Journal - Implementation is AY 2023 - T1
- There is no information for each level on the written assignments in AHIST 1401 and HIST 1421. It makes the peer review more subjective because everybody will have a different definition for each level.
    - Review AHIST 1401 - Unit 7 - WA - and add levels to assess the assignment. Implemented in 2023 - T1.
    - Review HIST 1421 - Unit - WA

6.2. Social and Behavioral Sciences

SLO 1. Students will be able to analyze the complexity of social, political, economic, and cultural diversity throughout the world	Criteria for Success - Exceeded

Action Plan for Next Year

- Change the criteria for success from 70% to 75%

- Add information for the assessment level on the Written Assignment rubrics for POLS 1503 (Unit 1 - WA) and ECON 1580 (Unit 1 - WA)
- Add instructor-graded measurements to measure the PLO
  - POLS 1503 - Unit 1 - Learning Journal - Creating a rubric to assess the learning journal
  - POLS 1503 Globalization - Researching some possible textbooks for the course can assist with closing the loop.

6.3. Natural Science

SLO 1. Students will be able to describe the methods of inquiry that leads to scientific reasoning	Criteria for Success - Exceeded
SLO 2. Students will be able to recognize the foundation of the physical and life sciences and their applications	Criteria for Success - Exceeded

Action Plan for Next Year

- Change the criteria for success from 70% to 75%
- Add instructor-graded measurement to measure the GE SLOs
- Review the measurement used for assessing the SLO. The data from the AY 2021 measurement for SLO 1 showed different findings for measurement 1 and measurement 2
- Review the Learning Journal assignments and explore the creation of rubrics that will assist students with addressing the objectives.