

MSMU Institutional Assessment Plan

Audience: Internal and External Reviewers



The Assessment Plan Narrative:

In 2006, MSMU developed undergraduate and graduate learning goals which aligned with the mission and general education program at the Mount. In academic year 2018-19, the learning goals were revised to include the five Pillars of Distinction and to better match the updated general education program. In addition, institutional learning outcomes (ILOs) were created. The ILOs were taken to the following groups/committees for feedback: Graduate Council (3/23/2018), Curriculum Committee (10/17/2018), Student Affairs Assessment Committee (11/9/2018), Executive Council (11/12/2018), Student Government Association (1/17 2019), Student Life Policy Board (2/22/2019), and Faculty Assembly (3/15/2019). Executive Council determined that the ILOs did not need to be voted on by the Faculty Assembly and could implemented, given that the university community had given plenty of feedback as the ILOs were being created. The Academic Assessment Committee is responsible for assessing all of the ILOs and two LACE-specific assessments. Three assessments occur each year, with the cycle repeating every 5 years.

The ILOs link to the mission as shown below (read the document left to right):

Mission Statement	Institutional Learning Goals (ILGs)	Institutional Learning Outcomes (ILOs) Alignment to MSMU Pillars shown in Purple Alignment to Core Competencies shown in Red
		Undergraduate
Mount Saint Mary's University offers a dynamic learning experience in the liberal arts and sciences to a diverse student body.	Disciplinary Expert: Mount graduates will demonstrate the knowledge, skills and dispositions required of their chosen discipline.	1. Mount graduates will demonstrate competence in techniques, concepts and knowledge specific to their chosen discipline. <i>(Disciplinary Competence)</i>
	Complex Thinker: Mount graduates will be able to apply investigation, critical thinking, and analytic and decision-making skills to identify and solve problems effectively.	2. Mount graduates will be able to identify, analyze, evaluate, and construct arguments. <i>(Critical Thinking)</i> 3. Mount graduates will be able to apply college-level mathematical reasoning to analyze and explain real world issues. <i>(Quantitative Reasoning)</i> 4. Mount graduates will demonstrate the skills required to find, retrieve, evaluate, and use information effectively and ethically. <i>(Information Literacy)</i>
	Clear Communicator: Mount graduates will be able to effectively convey ideas, opinions, and facts in written and oral form.	5. Mount graduates will be able to effectively express ideas in written form and oral form. <i>(Written and Oral Communication)</i>
As a Catholic university primarily for women, we are dedicated to providing a superior education enhanced by an emphasis on building leadership skills and fostering a spirit to serve others. Our measure of success is graduates who are committed to using their knowledge and skills to better themselves, their environments, and the world.	"Dear Neighbor": Mount graduates are prepared to ethically live, work, serve and lead within diverse local, national, and global communities.	6. Mount graduates will critically evaluate the roles of women and/or gender in society. <i>(Women and Gender)</i> 7. Mount graduates will analyze and apply ideas and theories of social justice, human rights, ethics and engagement in light of the CSJ Mission and the Catholic Intellectual Tradition. <i>(Spirit of the Founders)</i> 8. Mount graduates will critically analyze and apply disciplinary perspectives and contexts to the studies of communities, in order to build a sense of responsibility and skills necessary to serve. <i>(Community)</i> 9. Mount graduates will evaluate or apply modes of academic inquiry to historical and/or current global contexts. <i>(Global Awareness and Understanding)</i> 10. Mount graduates will apply various approaches to leadership to affect positive change in their local and global communities. <i>(Leadership)</i> 11. Mount graduates will know how to articulate and engage transformative frameworks and communication exchanges that promote social justice, diversity, inclusion and equity. <i>(Diversity)</i>

Assessment Plan:

Goal #1: Disciplinary Expert—Mount graduates will demonstrate the knowledge, skills and dispositions required of their chosen discipline.

Outcome	Evidence	Criteria	Performance Goal	Timeline for Data Collection	Results Reviewed – Date of Data Analysis Meeting	Annual Findings and Action Plan Report
ILO #1 – Disciplinary Competence Mount graduates will demonstrate competence in techniques, concepts and knowledge specific to their chosen discipline.	Results from PLOs aligned to ILO #1	Varies across programs	75% of PLOs will have met or exceeded their goals	Spring 2020 Spring 2025	Weave Report run August 18, 2020	Shared at Faculty Assembly on October 2, 2020

Goal #2: Complex Thinker—Mount graduates will be able to apply investigation, critical thinking, and analytic and decision-making skills to identify and solve problems effectively.

Outcome	Evidence	Criteria	Performance Goal	Timeline for Data Collection	Results Reviewed – Date of Data Analysis Meeting	Annual Findings and Action Plan Report
<p>ILO #2 – Critical Thinking Mount graduates will be able to identify, analyze, evaluate, and construct arguments.</p>	<p>Essays/papers & Results from PLOs aligned to ILO #2</p>	<p>-Identify: distinguish reasoning from other expository tasks, and understand the role of reasoning in context - Analyze: employ a model to distinguish the “parts” of an argument - Evaluate: distinguish deductive from inductive reasoning, and good from bad arguments - Construct: formulate original arguments to support one’s own position</p>	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Spring 2012 Spring 2015 Spring 2018 Spring 2023*</p> <p>*rubric underwent a major revision in 2019</p>	<p>Rubric Scoring Party: May 17, 2012 May 14, 2015 May 10, 2018</p>	<p>Results shared in the Assessment Newsletter: October 2012 September 2015</p>

<p>ILO #3 – Quantitative Reasoning Mount undergraduates will be able to apply college-level mathematical reasoning to analyze and explain real world issues.</p>	<p>Mathematical problems with real world settings & Results from PLOs aligned to ILO #3</p>	<ul style="list-style-type: none"> - Competence in applied analytic skills - Mathematical problem-solving skills - Computational and arithmetic operations - Algebraic, trigonometric, or calculus operations that involve levels of abstraction 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p>	<p>Fall 2011 Fall 2014 Fall 2017* Spring 2021 Spring 2026</p> <p>*rubric underwent a major revision in 2017</p>	<p>Rubric Scoring Party held: December 12, 2011 December 16, 2014 December 12, 2017 May 14, 2021</p>	<p>Results shared in Assessment Newsletter: February 2015 February 2017 November 2021</p>
<p>ILO #4 – Information Literacy Mount graduates will demonstrate the skills required to find, retrieve, evaluate, and use information effectively and ethically.</p>	<p>Narratives about research process & Results from PLOs aligned to ILO #4</p>	<ul style="list-style-type: none"> - Define a project, topic, or questions - Strategically investigate diverse sources and perspectives - Evaluate information and its sources critically - Incorporate information effectively and ethically into a new work 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p> <p>Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Fall 2015 Spring 2019* Spring 2024</p> <p>*rubric underwent a major revision in 2018</p>	<p>Rubric Scoring Party held: December 11, 2015 May 14, 2019</p>	<p>Results shared in Assessment Newsletter: November 2019</p>

Goal #3: Clear Communicator—Mount graduates will be able to effectively convey ideas, opinions, and facts in written and oral form.

Outcome	Evidence	Criteria	Performance Goal	Timeline for Data Collection	Results Reviewed – Date of Data Analysis Meeting	Annual Findings and Action Plan Report
<p>ILO #5A – Written Communication Mount graduates will be able to effectively express ideas in written form.</p>	<p>Written papers/essays & Results from PLOs aligned to ILO #5A</p>	<p>-Content -Organization/Structure -Style -Mechanics</p>	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Spring 2011 Spring 2014 Spring 2015 Spring 2020 Spring 2025</p>	<p>Rubric Scoring Party held: May 11, 2011 May 15, 2014 Spring 2015: Written Communication Project with 3 other Catholic institutions Spring 2020: 100 student artifacts sent June 2020 to AAC&U VALUE Institute for scoring</p>	<p>Results shared in Assessment Newsletter: October 2014 November 2015 November 2021</p>

<p>ILO #5B – Oral Communication Mount graduates will be able to effectively express ideas in oral form.</p>	<p>Speeches, oral presentations & Results from PLOs aligned to ILO #5B</p>	<ul style="list-style-type: none"> -Content - Arrangement of ideas - Vocal projection -Delivery -Pace - Nonverbal Communication - Eye contact 		<p>Spring 2014 Spring 2017 Spring 2022</p>	<p>Rubric Scoring Party held: May 15, 2014 May 15, 2017</p>	<p>Results shared is Assessment Newsletter: October 2014 October 2017</p>
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Goal #4: "Dear Neighbor"—Mount graduates are prepared to ethically live, work, serve and lead within diverse local, national, and global communities.

Outcome	Evidence	Criteria	Performance Goal	Timeline for Data Collection	Results Reviewed – Date of Data Analysis Meeting	Annual Findings and Action Plan Report
<p>ILO #6 – Women and Gender Mount graduates will critically evaluate the roles of women and/or gender in society.</p>	<p>Written assignments</p>	<ul style="list-style-type: none"> - Identify the terminology and/or concepts - Describe the roles of women, gender, and/or sexuality in society - Analyze especially as they relate to the development of women’s power - Apply appropriate theory and/or research 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p> <p>Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Fall 2018 Fall 2023</p>	<p>Rubric Scoring Party December 14, 2018</p>	<p>Results shared in Assessment Newsletter: March 2019</p>

<p>ILO #7 – Spirit of the Founders Mount graduates will analyze and apply ideas and theories of social justice, human rights, ethics and engagement in light of the CSJ Mission and the Catholic Intellectual Tradition.</p>	<p>Essays, Reflections</p>	<ul style="list-style-type: none"> - Connection to CIT as expressed in CSJ Mission - Analysis of ideas/theories related to social justice, human rights, ethics and/or engagement - Application of ideas/theories related to social justice, human rights, ethics and/or engagement 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p> <p>Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Fall 2019 Fall 2024</p>	<p>Rubric Scoring Party on December 17, 2019</p>	<p>Results shared in Assessment Newsletter: February 2020</p>
<p>ILO #8 - Community Mount graduates will critically analyze and apply disciplinary perspectives and contexts to the studies of communities, in order to build a sense of responsibility and skills necessary to serve.</p>	<p>Essays, written assignments</p>	<ul style="list-style-type: none"> - Describe the community -OR- the nature of community - Explain the theory/ concept - Analyze aspect of (the) community - Develop sense of responsibility to serve 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p> <p>Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Fall 2020 Fall 2025</p>	<p>Rubric Scoring Party on January 5, 2021</p>	<p>Results shared in Assessment Newsletter: February 2021</p>

<p>ILO #9 - Global Awareness and Understanding Mount graduates will evaluate or apply modes of academic inquiry to historical and/or current global contexts.</p>	<p>Essays, papers</p>	<ul style="list-style-type: none"> - Understands global processes and legacies - Poses critical questions - Examines how individual and/or collective interventions in global social problems and/or issues are both possible and consequential - Analyzes the impact 	<p>Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric</p> <p>Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric</p> <p>Graduate Students - 75% of students will be at a 4 on the 4-point rubric</p>	<p>Fall 2021 Fall 2026</p>	<p>Faculty submitted results December 14, 201 and Analyzed results on December 17, 2021</p>	<p>Results shared in Assessment Newsletter: February 2022</p>
<p>ILO #10 - Leadership Mount undergraduates will apply various approaches to leadership to create positive change in their local and global communities.</p>	<p>Mount Leads pre- and post-tests & assignments in courses identified as teaching leadership</p>	<p>Awareness of Self & Personal Wellness; Ethical Decision Making & Integrity; Critical Thinking & Communication Skills; Active Citizenship</p>	<p>TBD</p>	<p>Spring 2023</p>	<p>TBD</p>	<p>TBD</p>

ILO #11 – Diversity Mount undergraduates will know how to articulate and engage transformative frameworks and communication exchanges that promote social justice, diversity, inclusion and equity.	TBD	TBD	TBD	Fall 2012 Fall 2015 Fall 2023	Rubric Scoring Party held: December 13, 2012 December 16, 2015	Results shared in the Assessment Newsletter: February 2016
ILO #12 – Ethics (Graduate Division Only) Mount graduates will demonstrate the skills to address the moral and ethical challenges within their chosen profession.	TBD	TBD	TBD	Spring 2024	TBD	TBD

LACE-Specific Outcomes:

Outcome	Evidence	Criteria	Performance Goal	Timeline for Data Collection	Results Reviewed – Date of Data Analysis Meeting	Annual Findings and Action Plan Report
LLO #4 – Language: Students will be able to show basic competence in the following four areas of the target language: oral expression, listening comprehension, reading comprehension, and written expression.		-Oral expression -Listening comprehension -Reading Comprehension -Written expression	Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric	Spring 2013 Spring 2016 Fall 2022	Rubric Scoring Party held: May 13, 2013 May 20, 2016	Results shared in the Assessment Newsletter: November 2013 September 2016
LLO #9 – Integrative Scholarship: Students will demonstrate interdisciplinary knowledge and ability to connect diverse academic perspectives by	Integrative projects	- Connections to experience - Connections to discipline - Transfer	Associate Students - 75% of students will be at a 2 or higher on the 4-point rubric	Spring 2017 Spring 2021 Spring 2026	Rubric Scoring Party held: May 19, 2021	Results shared in the Assessment Newsletter: October 2017

critically examining topics related to the human condition under any of the central themes of LACE: Spirit of the Founders, Community, Global Awareness and Understanding, and Women and Gender.		<ul style="list-style-type: none"> - Integrative Communication - Reflection and Self-Assessment 	Baccalaureate Students - 75% of students will be at a 3 or higher on the 4-point rubric			November 2021
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