Integrating
• Assessment,
• Program Review,
• Program Development, &
• Resource Allocation
at a Comprehensive Institution

PROGRAM QUALITY ASSESSMENT
Integrating Assessment with Program Review and Resource Allocation
12,000 students
1,800 graduate students
33 graduate degree & certificate programs
9 programs earning “First Choice” distinction
5 programs in “First Choice” development
200 Graduate School assistantships
100 Externally funded awards/partnerships
Philanthropic programs promoting scholarship
EIU ASSESSMENT INTEGRATED WITH 5 MISSION CRITERIA

1. Enrollment Management & Diversity
2. Assessment
3. Curriculum Rigor
4. Student Scholarship
5. Faculty Mentoring
ASSESSMENT INTEGRATED WITH 4 PROCESSES

1. Mission Focused
2. Use Driven
3. Faculty Driven
4. Integration with University Values
“Where questions about educational mission and values are skipped over, assessment threatens to be an exercise in measuring what’s easy, rather than a process for improving what we really care about.”

Banta, 1996
EIU MISSION MODEL

- EIU: Superior Graduate Programs
- Graduate School: Diversity, Assessment, Rigor, Student Research, Faculty Mentoring
- Historical Administration: Museum Administrators
POLITICAL TIP 2

USE DRIVEN ASSESSMENT

- If an assessment doesn’t help improve teaching and learning activities, why bother with it?

- In order to be useful “assessment must correspond to your key learning goals and your curriculum.”

- Suskie, 2004
INITIAL USE
VALIDATION TOOL

- Mission achieved
- Strengths identified
- Weaknesses addressed

ADVANCED USE
RECOGNITION/RESOURCE TOOL

- Mission recognition
- Reputation recognition
- Resource acquisition asset

CONTINUUM OF USE
USE FOCUSED ASSESSMENT

- Determine what a program values
- Link assessment with “meaty” actions to advance quality
- Focus on taking action NOT completing a task
Assessment of student learning for program improvement is transformational. We went into this process convinced that we were doing good work and after two rounds of assessment we are more committed and enthusiastic about our work as educators.

Chris Cartwright, Portland State University
ESSENTIALS FOR FACULTY ENGAGEMENT

1. Included from the Beginning
2. Ease of Process/Clear/Understood
3. Resources/Development
4. Recognition
Assessment leads to improvement under these conditions:

- Integrated with a larger set of conditions that promote change (Program Review)
- Integrated part of decision making

Banta, 2004
PROGRAM REVIEW CRITERIA

- [Enrollment] Diversity
- Assessment
- Curriculum [Rigor]
- [Student] Scholarship
- [Faculty] Mentoring
Criterion 1 Diversity

- Enrollment/Diversity Plan
- Assistantship/Scholarship Plan
- Matriculation Management
- Graduate Placement Rates
Written & Oral Communication
Depth of Knowledge
Critical Thinking & Problem Solving
Research & Scholarship
Criterion 3 Curriculum

- Mission Leadership
- Curricular Leadership
- External Review
- Capstone Rigor
- Student Leadership
- Alumni Leadership
- External Partnerships
Criterion 4 Scholarship

- Record of Student Scholarship
- Record of Research & Travel Grants
- Record of Showcasing Scholarship
- Record of Awards for Scholarship
Criterion 5 Mentoring

- Record of Coordinator Leadership
- Record of Faculty Scholarship
CRITERIA DRIVEN RESOURCES

- Higher stipends
- Presidential Assistantships
- Provost Research Assistantships
- First Choice Travel Awards
- Mission Enhancement Awards
- Marketing Support
- Budget Rescission Protection
HORIZONTAL AND VERTICAL ANALYSIS

Enrollment.....Assistantships.....**DIVERSITY**...Matriculation.....Placement

Communication.....Depth.....**ASSESSMENT**.....Critical thinking.....Research

Mission...Rigor...Capstone...**CURRICULUM**...Students...Alumni...Partners

Research.....Grants...**STUDENT SCHOLARSHIP**...Showcase...Awards

Coordinator Leadership...**FACULTY MENTORING**...Faculty Scholarship
MATH: ASSESSMENT KEY TO MULTIPLE CRITERIA FAILURES

- Diversity: Declining quality & enrollments
- Assessment: Disconnected from uses
- Curriculum: Unfocused mission
- Student Scholarship: Disengaged
- Mentoring: Disengaged
MATH: CRITERIA ANALYSIS

- Enrollment
- Assistantships
- **DIVERSITY**
- Matriculation
- Placement

- Communication
- Depth
- **ASSESSMENT**
- Critical thinking
- Research

- Mission
- Rigor
- Capstone
- **CURRICULUM**
- Students
- Alumni
- Partners

- Research
- Grants
- **STUDENT SCHOLARSHIP**
- Showcase
- Awards

- Coordinator Leadership
- Faculty Mentoring
- **FACULTY MENTORING**
- Faculty Mentoring
MATH: MISSION FAILURE

- Not Achieved: Superior Graduate Programs
- Not Achieved: Diversity, Assessment, Curriculum, Student Research, Faculty Mentoring
- Not Achieved: PhD Preparation
MATH: ACTIONS

- 2007: Mission & Enrollment Focus
  + Mission Consultation, Cohort Added
- 2008: Mission Focus/PSM Consultation
  + PSM Consultation, No Action
- 2009: Resource Reduction
- 2010: Resource Reduction
- 2011: Targeted for Phase Out
Diversity: Enrollment plan achieving diversity
Assessment: Advancing mission
Curriculum: Internal & external validation
Scholarship: Exemplary
Mentoring: Exemplary
PLS: ASSESSMENT KEY TO MULTIPLE ACHIEVEMENTS

Enrollment.....Assistantships.....DIVERSITY...Matriculation.....Placement

Communication.....Depth.....ASSESSMENT.....Critical Thinking.....Research

Mission...Rigor..Capstone...CURRICULUM...Students...Alumni...Partners

Research.....Grants...STUDENT SCHOLARSHIP...Showcase...Awards

Coordinator Leadership...FACULTY MENTORING...Faculty Mentoring
POLITICAL SCIENCE: MISSION ACHIEVED

- Superior Graduate Programs
- Diversity, Assessment, Rigor, Research, Mentoring
- Advanced knowledge in concentration, Analytical/theoretical thinking, communication
  Social science research
PLS: RESOURCES OUTCOMES

- First Choice Designation
- 5% Stipend Increase
- 2 Presidential Assistantships
- 2 Travel Awards
- 1 Mission Enhancement Award
- New Marketing Materials
- Exempt from Cuts
VALUE OF INTEGRATING ASSESSMENT, PROGRAM REVIEW, & RESOURCES

- Consistent Expectations of Quality
- Value of Assessment
- Sharing of Best Practices
- Guided Approach for Program Development
- Consistent Process to Allocate Resources
- Effective Process for Moving Resources
- Consistent Process for Preserving Quality Programs
http://www.eiu.edu/~graduate/CGS_New_Deans_Institute/cgs-2010

- Presentation Summary
- Graduate Assessment Plan
- Blank Assessment Form
- University Assessment Plan
- Sample Assessment Plan for Political Science
- First Choice Program Criteria
- First Choice Program Report