

Assessment Table Template

Program: XXXX, Masters Cycle: 2013-2014				
Outcome/Objective	Measure	Target	Finding	Action Plan
Outcome 1: Students will communicate effectively in writing.	Measure 1: Samples of student writing from an assignment in XXXX will be evaluated by a jury of faculty members using faculty-designed rubric.	All students will either meet or exceed expectations on each element of the rubric.	51 out of 55 students met or exceeded expectations on the XXXX assignment for XXXX 620. This score is assessed by the faculty member for the course, using a faculty designed rubric.	
Outcome 2: Students will communicate effectively orally	Measure 2: A sample of student presentations in XXXX 620, XXXX 693, or case competitions will be evaluated by a jury of faculty members using a faculty-designed rubric.	All students will either meet or exceed expectations on the overall assessment.	70 out of 74 students met or exceeded expectations on the delivery of their oral Capstone presentation at the conclusion of the program. This as judged by a two-person panel of faculty judges using a faculty-designed rubric. The rubric consisted of five criteria: Introduction, Body, Conclusion, Presentation, and Overall Impression. Each criterion was assessed as either Below, Meets, or Exceeds Expectations.	At the end of the first year (late, Spring semester), students will deliver a video-taped oral presentation in which they are expected to meet expectations according to instruction received prior. Those students who underperform will be required to review their video together with their Communications instructor and determine an individualized development plan. At the end of the second year, the students will deliver another high-stakes presentation, at which time all students will be expected to meet performance criteria.
Outcome 3: Students will be able to function productively as team members or team leaders.	Measure 3: Surveyed students using a calibrated instrument that assesses team performance along five dimensions: (1) Communication and Trust, (2) Conflict Resolution and Creativity, (3) Time Management and Commitment, (4) Risk Taking and Accountability, and (5) Collective Results and Goal Orientation	80% of teams will score greater than 15 (on an 18 point scale) on all five dimensions.	See findings summary in document repository. 77% of teams surveyed scored greater than 15 on all five dimensions. 100% of teams surveyed scored greater than 15 on all four of five dimensions.	While the team climate survey conducted during this year would indicate that students are demonstrating productive team function, there are some indications (informal conversations) that students are not completely candid when they complete the survey and that additional attention to this outcome would enhance our students' learning. Beginning with the next class of students, the Associate Director for Graduate Student Career Services will do team coaching throughout the first semester. The Associate Director is an executive coach with many years experience with teams.