

Report : Assessment Cycle Details for : Bible and Theology - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template: Academic Program Workspace Template

Report Generated : Tuesday, December 20, 2022

Measures and Findings

Bible and Theology - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will demonstrate a full-orbed understanding of the biblical literature.

Mapped to:

- Montreat College Education Objectives (2017-2018): 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.8. An understanding of the past and its interconnectedness with the present and future

Measure

Final Exam Grades in BB202 New Testament Theology

COURSE LEVEL; DIRECT - EXAM

Details/Description:

Acceptable Target:

75% of students will achieve an 80 or better on the Final Exam for BB202 New Testament Theology

Ideal Target:

90% of students will receive a 90 or better on the Final Exam in BB202 New Testament Theology

Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Dr. Paul Owen

Findings

for Final Exam Grades in BB202 New Testament Theology

Summary of Findings:

100% of students scored an 80 or better on the Final Exam for NT Theology. 75% scored a 90 or better on the Final Exam.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Recommendations:

Work on building greater biblical fluency in the New Testament survey courses by having more full-time faculty teach these courses that prepare students for the NT Theology course.

Reflections/Notes:

Student Learning Outcome 2

Students will demonstrate the critical thinking skills to evaluate current issues in ministry and the broader culture from the perspective of a Reformed worldview.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills

Measure

Position Paper in PH403 Philosophy of Religion and Apologetics

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Acceptable Target:

75% achieved an 80 or better on the Philosophical Position Paper in PH403 Philosophy of Religion and Apologetics

Ideal Target:

90% achieved a 90 or better on the Philosophical Position Paper in PH403 Philosophy of Religion and Apologetics

Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Dr. Mark Wells

Findings

for Position Paper in PH403 Philosophy of Religion and Apologetics

Summary of Findings:

75% of students scored an 80 or better on the Final Position Paper for Philosophy of Religion and Apologetics. 50% of students scored a 90 or better on this paper.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Make paper writing and research a priority. Begin working on critical thinking and encouraging students to think independently and in an informed way about important philosophical issues in ministry via the new Critical Thinking QEP.

Reflections/Notes:

Student Learning Outcome 5

Students will demonstrate the ability to apply the substance of Christian theology to modern issues in faith and practice.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future

Measure

Position Paper in PH403 Philosophy of Religion and Apologetics or BB210 Christian Doctrine

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Acceptable Target:

75% of students will achieve a score of 80 or better on their final paper for PH403 Philosophy of Religion and Apologetics or BB210 Christian Doctrine

Ideal Target:

90% of students will achieve a score of 90 or better on their final paper for PH403 or BB210.

Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Dr. Mark Wells
Dr. Paul Owen

Findings

for Position Paper in PH403 Philosophy of Religion and Apologetics or BB210 Christian Doctrine

Summary of Findings:

75% of students scored an 80 or better on the Final Paper in PHIL4403. 50% of students scored a 90 or better on the Final Paper in PHIL4403

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Work on application of theology to issues in faith and practice like the problem of evil and arguments for God's existence throughout the curriculum (e.g. Christian Doctrine class, Ethics class, and Intro to Philosophy class).

Reflections/Notes:

Report : Assessment Cycle Details for : Biology - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Tuesday, December 20, 2022

Measures and Findings

Biology - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will be able to utilize critical thinking, understand the ambiguities of science, and integrate reference sources and data to develop clear conclusions.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning

Measure

Critical Thinking Application to Genetics Position Paper as compared to Individual hands-on research

PROGRAM LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students in the upper level Genetics class are required to use critical thinking skills to develop a position paper related to a contemporary controversial topic. The Montreat College QEP Critical Thinking Rubric will be applied to these papers as one measure of the Biology program critical skill development.

Acceptable Target:

80% of the Biology students' Genetics position papers will be scored at or above level 3 in the Montreat College QEP Critical Thinking Rubric.

Ideal Target:

90% of the Biology students' Genetics position paper will be able to score at level 4 in the Montreat College QEP Critical Thinking Rubric.

Implementation Plan (timeline):

The genetics position papers from the Fall 2020 class.

Key/Responsible Personnel:

Professor of both Genetics

Findings

for Critical Thinking Application to Genetics Position Paper as compared to Individual hands-on research

Summary of Findings:

75% of the class meet the criteria of the QEP goal, but the class was only of 4 students. Three of the four did a great job of addressing the components of the assignment.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Approaching

Recommendations:

The positions papers will continue to be included in the components of the Genetics class. As larger classes are used for this assessment, a better idea of the use of critical thinking skills in this goals will be determined.

Reflections/Notes:

Measure

Program Entrance Critical Thinking Exercise - Cell Biology

PROGRAM LEVEL; DIRECT - EXAM**Details/Description:**

In Cell Biology class, critical thinking exercises will be integrated within graded tools that assess critical thinking in the write-ups of laboratory investigations of the class. The laboratory write-up is graded with a grading rubric specific to the science writing goals, but this is integrated with the QEP rubric for reporting this rubric as part of our program assessment.

Acceptable Target:

75% will be able to score at the second - third milestones levels in each category on the Montreat College QEP Critical Thinking Rubric

Ideal Target:

85% will be able to score at the second - third milestones levels in each category on the Montreat College QEP Critical Thinking Rubric.

Implementation Plan (timeline):

Students will be assessed for critical thinking through performance on a Laboratory Write-Up Grading Sheet

Key/Responsible Personnel:

Professor of the Cell Biology Class

Findings

for Program Entrance Critical Thinking Exercise - Cell Biology

Summary of Findings:

92% of the Cell Biology class scored at the level 3 or 2 - Milestone levels on the Montreat College QEP rubric for their laboratory write ups.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Exceeded

Recommendations:

The extended training in scientific write up and presenting the critical thinking of developing these write-ups was successful to the target assessment level.

Reflections/Notes:

This goal is to be continued and applied at the senior level classes and the QEP evaluation of higher levels of critical thinking.

Student Learning Outcome 2

Students will demonstrate a broad range of knowledge within the biology discipline.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.3. The recognition of the intrinsic worth of self and all persons, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future

Measure

Major Field National Testing

PROGRAM LEVEL; DIRECT - EXAM

Details/Description:

As a continuation of past program evaluations, the Biology Program continues the national testing performance of our students.
Biology students will perform in the MFT from the ETS at levels within the standard deviation of the national averages of the overall Biology test and in each subcategory.

Acceptable Target:

80% of the Biology students will score in the national range in the overall score and in each of the categories.

Ideal Target:

90% of the students will score in the ranges detailed in the Acceptable Target

Implementation Plan (timeline):

Annual Assessment - Office of Academic Affairs/ Thrive Center testing at the end of the senior year.

Key/Responsible Personnel:

Faculty responsible for the compilation of the MFT scores and reporting these scores in the department annual report.

Findings

for Major Field National Testing

Summary of Findings:

One biology student- above the national average in all categories, and outside the SEM range for Genetics

The other Biology student – in the national average for Genetics and Organismal, but below the national average in Cell Biology and. Population Bio, Evol, Ecol

Genetics and Organismal training are both categories scored at the national level in the two biology student graduates.

Acceptable Target Achievement:

Not Met

Student Learning Outcome 3

Students will be able to integrate scientific knowledge with a biblical world view.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.8. An understanding of the past and its interconnectedness with the present and future

Ideal Target Achievement:

Recommendations:

Two students presents a list that is too small for recommendations.
We will continue the assessment.

Reflections/Notes:

Measure

Biology Program Proficiency and Student Learning Outcome Evaluations

PROGRAM LEVEL; INDIRECT - SURVEY

Details/Description:

Student Biology Program Exit Surveys allow the students to evaluate the Biology Program's Student Learning Outcomes. A strong integration of scientific knowledge with a Biblical World View requires a proficient training in all of our program SLOs.

Acceptable Target:

Program Seniors will evaluate the Biology Program Student Learning Objectives with a combined average of "4" on the survey scale.

Ideal Target:

Program Seniors will evaluate the Biology Program Student Learning Objectives with a combined average of "4.5" on the survey scale.

Implementation Plan (timeline):

Seniors will submit the exit survey at the end of the Fall semester Senior Seminar as a preliminary reporting and then again at their graduation in senior courses in the Biology Program.

Key/Responsible Personnel:

Biology and Chemistry faculty with Biology Seniors in their Spring Semester courses.

Findings

for Biology Program Proficiency and Student Learning Outcome Evaluations

Summary of Findings:

Only two students submitted surveys and the surveys were only given at the end of the Spring 2021 semester.
There was an average of 4.5 for this program objective.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Recommendations:

With a larger graduating pool, this data will be more valuable. As well, when the survey is presented both in the Senior Science Seminar in the Fall and also at the end of the Senior Spring semester, this data will be a more accurate assessment.

Reflections/Notes:

We will continue to have the Senior Survey become part of the Senior Science Seminar.

Student Learning Outcome 4

No measures specified

Students will be able to demonstrate the ability to use a biblical worldview to process ethical considerations in contemporary scientific issues.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 5

No measures specified

Students will be able to articulate an understanding of responsible stewardship of their natural environment.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 2.6. An appreciation for what is beautiful, true, and good in

the arts and literature, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 6

Students will demonstrate the ability to work independently and in small groups and demonstrate leadership skills. Students will demonstrate the ability to develop and conduct scientific projects both independently and in teams.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.4. A genuine critical openness to the ideas and beliefs of others, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses

Measure

Supported progressive instruction and practice - student scientific writing

PROGRAM LEVEL; DIRECT - OTHER

Details/Description:

"More focus and supported progressive instruction and practice needs to be included in the compilation of the student scientific writing for their projects and laboratories" was reported as a recommendation in the 2018-2019 assessment findings to improve the student's scientific writing of their independent project work. This assessment focuses on improving the student's scientific writing for reporting their projects or laboratory assignments.

Acceptable Target:

70% of students in Cell Biology will be able to successfully complete a small project and submit a scientific write up of the laboratory and integrate this with their individual project with a rubric score of a B or above.

90% of students in Genetics performing their laboratory projects will be able to complete their laboratory exercise and develop their report with a final rubric grade of B- or above.

90 % of students in Contemporary Biological Investigations will be able to perform the laboratory exercises as a collaborative project group and compete a like-publishable science format paper with a final rubric grade of B or above.

Ideal Target:

95% of students in all three combined courses will score a B or above on the scientific write-up rubric.

Implementation Plan (timeline):

Laboratories for all three courses will have scientific write-up reports and will be assessed with the same reporting write-up rubric.

Key/Responsible Personnel:

Professors of all three courses: Cell Biology, Genetics, Microbiology

Findings

for Supported progressive instruction and practice - student scientific writing

Summary of Findings:

Cell Biology: 10/12 - B [83%] or Higher...with B- [100%]

Genetics: B- 100%

Biochemistry/CBI: 4/6. B- or Higher—67%

Cell Biology and Genetics meet the goals, but upper level senior research shifted to

less acceptable writing submissions. However, all 4 of the papers above the B level were papers above the 93 average level. A couple of students in the senior classes choose not to focus on their write up, but the A write-ups reveal adequate senior training.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Approaching

Recommendations:

The seniors in Biochemistry and Contemporary Biological Investigations have come through classes that have been minimized due to COVID shifts to reduced labs. Where, Cell Biology is a foundational class and much training in scientific writing was focused on this class training, and seen in their performance this semester.

Reflections/Notes:

Student Learning Outcome 7

Students will demonstrate the written and verbal communication skills needed to present information professionally in the biology discipline.

No measures specified

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors

Report : Operational Plan Details for : Biology - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Operational Plan: 2020-2021 Assessment Cycle: Operational Plan and Status Report

Operational Plan Template: Academic Program Operational Plan Template

Report Generated : Tuesday, December 20, 2022

Actions and Status Report

Biology - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will be able to utilize critical thinking, understand the ambiguities of science, and integrate reference sources and data to develop clear conclusions.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning

Scientific Foundational Level

Needs

No Status Added to Scientific

Foundational Level Needs

Action details:

Establish an additional laboratory so that there is adequate laboratory space. Currently, the labs held in a semester, are "on-top" of each other. Labs have to be set up, and then taken down in a continual daily cycle due to the number of labs offered in the same space. All wet labs for Biology and all Chemistry labs are currently offered in the same space, and this need is urgent.

Phase-II involves opening a door through an already dedicated space in the wall on the back wall of MSB 208 so that chemical stock room access is available to this room. Thus, chemical transport is not through the hall and access to the stockroom. Additionally, Phase-II involves an additional door in the existing stockroom to also provide a pass-through that would connect these new lab spaces to the existing lab spaces. Phase-II would also provide for basic instrumentation purchases for the labs housed in these rooms.

Implementation Plan (timeline):

Establish both MSB rooms 208 and 209 as additional laboratories space . Phase I would be first table installation, material storage in existing cabinets, setting, and minimal equipment placement from the existing crowded space. The area would also have a mobile set up that the area would also enable small group instruction

in the "wet" laboratory setting. This cannot be, by OSHA regulations, a lecture and wet lab area, but if dedicated to the courses of these wet laboratories, the laboratory demonstrations, pre-lab instruction, and student work space, could be additionally housed in these areas.

Key/Responsible Personnel:

Professors of wet-Biology laboratories: Cell Biology, Microbiology, Genetics, Physiology, Biochemistry, Contemporary Biological Investigations. Professors of Chemistry

Measures:

Ph-I-1. Dedicate the room space-MSB 208,209.

Ph-I-2. Install furnishings and move materials to cabinets

Ph-I-3. Move instrumentation to dedicated spaces in these rooms.

Ph-2-4. Install doors.

Ph-2-5. Invest in foundational instrumentation of the labs offered in these new labs.

Budget approval required? (describe):

Yes - Budget request is for Phase-I

Phase-I - Immediate - minimal budget for furnishings [Tables moved from third floor as new table are installed there.

Phase-2- Door installation and instrumentation

Budget request amount:

\$3,000.00

Priority:

High

Supporting Attachments:

Student Learning Outcome 2

Students will demonstrate a broad range of knowledge within the biology discipline.

No actions specified

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.3. The recognition of the intrinsic worth of self and all

persons, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future

Student Learning Outcome 3

No actions specified

Students will be able to integrate scientific knowledge with a biblical world view.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.8. An understanding of the past and its interconnectedness with the present and future

Student Learning Outcome 4

No actions specified

Students will be able to demonstrate the ability to use a biblical worldview to process ethical considerations in contemporary scientific issues.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.2. Dispositions toward reflective and

responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 5

Students will be able to articulate an understanding of responsible stewardship of their natural environment.

No actions specified

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 6

Students will demonstrate the ability to work independently and in small groups and demonstrate leadership skills. Students will demonstrate the ability to develop and conduct scientific projects both independently and in teams.

Development of Laboratories for Biology and Chemistry

No Status Added to Development of Laboratories for Biology and Chemistry

Action details:

Expand foundational instrumentation that will both serve classes for student training and be available for student research.

Implementation Plan (timeline):

Purchase three foundation instruments needed that can serve a broad range of the courses: table top FTIR, UV-VIS, and HPLC

Key/Responsible Personnel:

Chemistry and wet-Biology professors

Measures:

Obtain bids and make purchases. Utilization of instrumentation can be now integrated into class and student background training evaluations.

Budget approval required? (describe):

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.4. A genuine critical openness to the ideas and beliefs of others, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses

Yes, bidding and approval will be needed.

Budget request amount:

\$40,000.00

Priority:

Medium

Supporting Attachments:

Student Learning Outcome 7

No actions specified

Students will demonstrate the written and verbal communication skills needed to present information professionally in the biology discipline.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors

Report : Assessment Cycle Details for : Business Administration - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template: Academic Program Workspace Template

Report Generated : Monday, December 26, 2022

Measures and Findings

Business Administration - Major Outcome Set

❖ Outcome

Student Learning Outcome 3

Demonstrate understanding of concepts and technical ability in business functional areas, including management, marketing, and quantitative areas.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors

Measure

Business Strategy Game

COURSE LEVEL; DIRECT - PORTFOLIO

Details/Description:

The Business Strategy Game is a simulation process in which the students have to identify different strategies and management of choices until the completion of the entire simulation. The game requires students to integrate business, management, marketing and quantitative areas.

Acceptable Target:

%70 of students will score a %70 or higher on the overall game

Ideal Target:

%80 of students will score a %70 or higher on the overall game

Implementation Plan (timeline):

Spring '21

Key/Responsible Personnel:

Department faculty

Findings

for Business Strategy Game

Summary of Findings:

%88.6 of students (N=25) in BUSN4421 earned a %70 or higher on the Business Strategy Game.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Going forward the outcome of this goal will be set at %70 of students achieving a %73.

Reflections/Notes:

Student Learning Outcome 6

Students will demonstrate the computer, informational, and technological skills necessary for success in the business field.

Mapped to:

- **Montreat College Education Objectives (2017-2018): 1.3**
Essential computer information systems skills

Measure

Computer applications and concepts course

COURSE LEVEL; DIRECT - PORTFOLIO

Details/Description:

All business students are required to take CYBR1131. This course requires students to evidence of level of mastery of Microsoft office. This is critical for effective business practices in this highly competitive business world.

Acceptable Target:

%80 of students will achieve a %73 or higher on the CYBR1131

Ideal Target:

%90 of students will achieve a %73 or higher on the CYBR1131

Implementation Plan (timeline):

Fall '20
Spring '21

Key/Responsible Personnel:

department faculty

Findings

for Computer applications and concepts course

Summary of Findings:

Acceptable Target Reached: 80% of students reached a 73% or higher on the CYBR1131.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Recruit more academically gifted students. No recommendations in terms of the way the course is taught.

Reflections/Notes:

Student Learning Outcome 7

Students will demonstrate the ability to apply management theory and concepts to the needs of small businesses and non-profit organizations.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

Student Final Exam

COURSE LEVEL; DIRECT - EXAM

Details/Description:

All students will complete the final exam in the non-profit management course.

Acceptable Target:

%80 of students will achieve a %73 or higher on the final exam for BUSN4401 Management of Non-Profits.

Ideal Target:

%85 of students will achieve a %73 or higher on the final exam for BUSN4401 Management of Non-Profits.

Implementation Plan (timeline):

Spring '21

Key/Responsible Personnel:

department faculty

Findings

for Student Final Exam

Summary of Findings:

87% of students (N=14) in BUSN4401 earned a 73% or higher on the final exam.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

Report : Assessment Cycle Details for : Communication - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Thursday, December 15, 2022

Measures and Findings

Communication - Major Outcome Set

Outcome

Student Learning Outcome 2

Students will demonstrate marketable skills in the communication field.

Mapped to:

- Montreat College Education Objectives (2017-2018): 1.1 Effective written and oral communication skills, 1.4 Competency in their academic majors

Measure

Corporate Logocopy Project

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students in CM346 are required to complete a Corporate Logocopy Project to demonstrate their ability to conceptualize and execute graphic design branding.

Acceptable Target:

70% of students will achieve a 70% or higher on the Corporate Logocopy Project assignment which is worth 10% of their overall course grade.

Ideal Target:

75% of students will achieve a 75% or higher on the Corporate Logocopy Project assignment which is worth 10% of their overall course grade.

Implementation Plan (timeline):

Student submit this Corporate Logocopy Project during the 5th week of CM346

Key/Responsible Personnel:

Joseph Martin, Prof.

Supporting Attachments:

Findings

for Corporate Logocopy Project

Summary of Findings:

63% students successfully completed a Corporate Logocopy.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Recommendations:

Break assignment into a two parts: conceptualization through sketches and execution via Photoshop. Also have students produce two variations.

Reflections/Notes:

This assignment involves challenges as students increasingly recognize faces versus signature logos. Will help to share more samples.

Substantiating Evidence:

Student Learning Outcome 3

Students will demonstrate an ability to articulate ways to view and address issues in communication from a Christ-centered perspective.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 2.3. The recognition of the intrinsic worth of self and all persons, 2.5. The formation of values and ethical reasoning, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses

Measure

News Interview Assignment

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students in CM348 will write a News Interview Assignment (600+ words) on a campus event.

Acceptable Target:

70% of students will achieve a 70% or higher on the News Interview Assignment which is worth 10% of their overall course grade.

Ideal Target:

75% of students will achieve a 75% or higher on the News Interview Assignment which is worth 10% of their overall course grade.

Implementation Plan (timeline):

Students will be required to submit a News Interview as their mid-term project..

Key/Responsible Personnel:

Joseph Martin, Prof.

Supporting Attachments:

Findings

for News Interview Assignment

Summary of Findings:

8 of 11 enrolled students achieved 80% on a 1500+word campus interview assignment.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Student Learning Outcome 4

Students demonstrate an understanding of the connection between the communication field and social science, the humanities, the arts, history, and mathematics.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature, 2.8. An understanding of the past and its interconnectedness with the present and future

Recommendations:

Recommend maintaining this requirement and narrowing parameters for acceptable interview subjects.

Reflections/Notes:

This rate of success was achieved by requiring a draft version of the interview before a final graded version.

Substantiating Evidence:

Measure

Photo Sizing & Resolution Project

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Student in CM349 will successfully understand and apply sizing tools to format pictures in Hi-, Medium, and Low-Res formats as JPGS, PNGs, and TIFs.

Acceptable Target:

70% of students will achieve a 70% or higher on the Photo Sizing & Resolution Project which is worth 10% of their overall course grade.

Ideal Target:

75% of students will achieve a 75% or higher on the Photo Sizing & Resolution Project assignment which is worth 10% of their overall course grade.

Implementation Plan (timeline):

Students in CM349 will complete the Photo Sizing & Resolution Project by week three of class.

Key/Responsible Personnel:

Joseph Martin, Prof.

Supporting Attachments:

Findings

for Photo Sizing & Resolution Project

Summary of Findings:

a success rate of 92% of students.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

This is a necessary and helpful introductory assignment. Its simplicity makes the goal graspable and accessible.

Substantiating Evidence:

Report : Assessment Cycle Details for : Educational Studies - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Wednesday, December 21, 2022

Measures and Findings

Educational Studies Outcome Set

❖ Outcome

Student Learning Outcome 3

Candidates work collaboratively with professionals and stakeholders to ensure a respectful environment for a diverse population of students.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 2.1. The sovereignty of God over all creation and knowledge, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

EDUC 3331 Teaching Reading

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students will complete an extensive lesson plan.

Acceptable Target:

80% of students will earn a B or better on their completed lesson plan.

Ideal Target:

100% of students will earn a B or better on their completed lesson plan.

Implementation Plan (timeline):

Fall 2020

Key/Responsible Personnel:

Linda Neuzl

Supporting Attachments:

📎 Lesson Plan Template (Word Document (Open XML))

Findings

for EDUC 3331 Teaching Reading

Summary of Findings:

Two students in the class were educational studies majors. One of them earned an A on the lesson plan and one failed to complete it due to complications from COVID.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Approaching

Recommendations:**Reflections/Notes:**

One of two students earned an A on the lesson plan and one failed to complete it due to complications from COVID.

Student Learning Outcome 5

Candidates participate in professional learning community (PLC) activities, demonstrating ethical behavior (based on the Code of Ethics for North Carolina Educators and the Standards for Professional Conduct) at all times.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

EDUC 4430 Classroom Management

COURSE LEVEL; DIRECT - STUDENT ARTIFACT**Details/Description:**

Students will develop a Classroom Management Plan

Acceptable Target:

80% of students will earn a B or better on the completed Classroom Management Plan.

Ideal Target:

100% of students will earn a B or better on the completed Classroom Management Plan.

Implementation Plan (timeline):

Fall 2020

Key/Responsible Personnel:

Amy Flagler

Findings

for EDUC 4430 Classroom Management

Summary of Findings:

Students were successful, preparing them for their future professional goals.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:**Reflections/Notes:**

Scaffolding helped these students be successful.

Report : Assessment Cycle Details for : Elementary Education - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Wednesday, December 21, 2022

Measures and Findings

Elementary Education Outcome Set

❖ Outcome

Student Learning Outcome 3

Candidates work collaboratively with professionals and stakeholders to ensure a respectful environment for a diverse population of students. (Collaboration)

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 2.1. The sovereignty of God over all creation and knowledge, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

EDUC 3331 Teaching Reading

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Lesson Plan

Acceptable Target:

80% of students will earn a B or better on the developed lesson plan

Ideal Target:

100% of students will earn a B or better on the developed lesson plan

Implementation Plan (timeline):

Fall 2020 semester

Key/Responsible Personnel:

Linda Neuzil

Supporting Attachments:

 Lesson Plan Template (Word Document (Open XML))

Findings

for EDUC 3331 Teaching Reading

Summary of Findings:

100% of students earned an A on their lesson plan.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

If time permits, spend time reviewing the edTPA rubrics.

Measure

EDUC 4513 Seminar III

PROGRAM LEVEL; DIRECT - OTHER

Details/Description:

edTPA score

Acceptable Target:

80% of students will earn a 45 or better on their edTPA

Ideal Target:

100% of students will earn a 45 or better on their edTPA


Implementation Plan (timeline):


Spring 2021

Key/Responsible Personnel:

Amy Flagler and Linda Neuzil

Supporting Attachments:

 edTPA Rubrics (Adobe Acrobat Document)

 Portfolio Rubric (Word Document (Open XML))

Findings

for EDUC 4513 Seminar III

Summary of Findings:

100% of students scored 45 or better on the edTPA

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Continue preparation in previous semester.

Reflections/Notes:

Add edTPA lesson planning to EDUC 3332.

Student Learning Outcome 5

Candidates participate in professional learning community (PLC) activities, demonstrating ethical behavior (based on the Code of Ethics for North Carolina Educators and the Standards for Professional Conduct) at all times (Character).

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

EDUC 4430 Classroom Management

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students will develop a Classroom Management plan.

Acceptable Target:

80% of students will earn a score a B or better on their Classroom Management plan.

Ideal Target:

100% of students will earn a score a B or better on their Classroom Management plan.

Implementation Plan (timeline):

Fall 2020

Key/Responsible Personnel:

Amy Flagler

Findings

for EDUC 4430 Classroom Management

Summary of Findings:

100% of Elementary Education students earned an A on their Classroom Management Plan.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

Scaffolding helps prepare students to be successful in their calling and career.

Measure

EDUC 4522 Student Teaching II

COURSE LEVEL; DIRECT - PORTFOLIO

Details/Description:

Professional Portfolio

Acceptable Target:

80% of students will earn a B or better on the Professional Portfolio

Ideal Target:

100% of students will earn a B or better on the Professional Portfolio


Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Linda Neuzil

Supporting Attachments:

 portfolio Rubric (Word Document (Open XML))

Findings

for EDUC 4522 Student Teaching II

Summary of Findings:

100% of students earned an A on their portfolio.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

Continue with support throughout Seminar III.

Report : Assessment Cycle Details for : English - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Thursday, December 15, 2022

Measures and Findings

English - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will demonstrate proficiency in composing clear, thoughtful essays, including research methods and MLA documentation.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1: Strengthen Academic Programs (Intellectual Inquiry)

Measure

Senior Thesis Evaluation

DIRECT - PORTFOLIO

Details/Description:

Graduating senior English Majors must complete a required Senior Thesis Project. This project will be evaluated by English Faculty.

Acceptable Target:

80% of graduating seniors will achieve an 80% or better on their Senior Thesis Project according to the defense committee. (SLO 1, 2, 3, or 4 depending upon topic of Senior Thesis Project).

Ideal Target:

80% of graduating seniors will achieve an 90% or better on their Senior Thesis Project according to the defense committee. (SLO 1, 2, 3, or 4 depending upon topic of Senior Thesis Project).

Implementation Plan (timeline):

Seniors complete the Senior Thesis Project their senior year on a continuing basis.

Key/Responsible Personnel:

English Faculty.

Supporting Attachments:

Findings

for Senior Thesis Evaluation

Summary of Findings:

Fall 2020-- 1 Graduating Senior with Literature Concentration scored an A on her Senior Thesis.

Spring 2021--6 Graduating Seniors--4 with Literature Concentration; 1 with

Professional Writing Concentration; 1 with Creative Writing Concentration: 5 students scored an A on Senior Thesis; One Student scored a B-.

2020-21: 6 out of 7 students earned an A on Senior Thesis.
86% of English Majors earned an A on Senior Thesis.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Continue process of Bibliography/Research course as prerequisite to Senior Thesis Writing with advisement by Dr. Don King.

Reflections/Notes:

Dr. Don King who has taught at Montreat College for 45+ years commented that some of the Senior Theses from this graduating cohort were the best of all of his years teaching here.

Substantiating Evidence:

Measure

Student Essay Evaluation

PROGRAM LEVEL; DIRECT - PORTFOLIO

Details/Description:

Essays from several select courses will be assessed with common rubric and questionnaire for writing proficiency by someone outside of the English Department.

Acceptable Target:

75% of student essays will score 75 or better on the QEP Rubric and questionnaire for essays written in one EN Sophomore (such as EN 203) and one Upper level literature EN course (such as EN 301) as evaluated by someone outside the department. (SLO 1, 2, 3, or 4 depending upon course and essay assignment/topic).

Ideal Target:

80% of student essays will achieve 80% or better on the scored rubric in upper level Literature Courses.

Implementation Plan (timeline):

Essays will be written in selected Fall and Spring semester and assessed Spring semester.

Key/Responsible Personnel:

Faculty and part-time Faculty will assign and collect essays. A writing expert in a department other than English will assess the essays in Spring semester and be paid a stipend of \$150.00.

Supporting Attachments:

 Camaraderie of Writers Montreat Rubric.doc (Microsoft Word)

Findings

for Student Essay Evaluation

Summary of Findings:

Summary of Findings: 80% of student essays in a 300 level course scored 90% or higher.

100% of student essays in a 200 level course scored 75% or higher.

Composite average 83% of student essays scored an 80% or higher.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Add essay assignments so that outside reviewer can better answer questions on the Montreat Faculty Rubric.

Reflections/Notes:

Results : Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded

Substantiating Evidence:

Measure

Student Survey

COURSE LEVEL; INDIRECT - SURVEY

Details/Description:

Students will reflect upon their experiences in specific courses and report on if they have gained proficiency in writing, research, and/or MLA documentation as is applicable to the course/assignment.

Acceptable Target:

80% of students will indicate that this EO has been met in English courses with a 4 or above rating on a Likert scale survey administered near the end of the semester. (SLO 1)

Ideal Target:

85% of students will indicate that this EO has been met in English courses with a 4 or above rating on a Likert scale survey administered near the end of the semester. (SLO 1)

Implementation Plan (timeline):

Administer the survey in English Courses near the end of the semester.

Key/Responsible Personnel:

Faculty and part-time Faculty will administer the survey to students in their courses near the end of the semester. The Department Chair will collect the survey results and report on them.

Supporting Attachments:

Findings *for Student Survey*

Summary of Findings:

In Fall 2020, 72.97% of students agreed that "My ability to write improved in this course" in a Departmental Survey administered near the end of the semester. In Spring 2021, 83.34% of students agreed that "My ability to write improved in this course" in a Departmental Survey administered near the end of the semester. Results 2020-21: 78% of students agreed that "My ability to write improved" in English Courses.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Moving Away

Recommendations:

Perhaps move the EO question to later in the survey to get a more reflective response. Perhaps find a way to combine results of several of the survey questions that speak to the EO to get a fuller sense/holistic view of student experience of improving their writing.

Reflections/Notes:

Spring 2021 (83.34%) met the Acceptable Target and was approaching the Ideal Target per the EO survey question selected.

In Fall 2020, in the same Departmental Survey referenced above, 83.78% of students agreed to the statement: "In this course, were you given opportunity to grow in your understanding of the writing process or did you engage in any of the different stages of the writing process? (Stages of the writing process may include any of the following: brainstorming/free-writing; outlining; thinking through issues; writing multiple drafts; seeking feedback from peers, writing scholars, or professors; reading your essay aloud; and revising)."

In Spring 2021, in the same Departmental Survey referenced above, 90% of students agreed to the statement: "In this course, were you given opportunity to grow in your understanding of the writing process or did you engage in any of the different stages of the writing process? (Stages of the writing process may include any of the following: brainstorming/free-writing; outlining; thinking through issues; writing multiple drafts; seeking feedback from peers, writing scholars, or professors; reading your essay aloud; and revising)."

This question came near the end of the survey, as the EO question came first. It may be that, upon reflection with additional survey questions, students had a better bead on how they did improve in writing overall. Also worth noting, in Fall 2020, 87% of students agreed that their English Courses "helped me to gain understanding of my strengths and weaknesses." While in Spring 2021, 86 % of students likewise answered in the affirmative to this question.

Combining the 2020 and 2021 survey results, 96% of students indicated that they would "recommend this class to others." (2020/97.2%; 2021/94.4%)

Substantiating Evidence:

Student Learning Outcome 2

Students will demonstrate effectiveness in literary interpretation and research.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1: Strengthen Academic Programs (Intellectual Inquiry)

Measure

MFT English

PROGRAM LEVEL; DIRECT - EXAM

Details/Description:

Graduating Seniors take a Major Field Test in English Literature.

Acceptable Target:

80% of graduating seniors will achieve a 50% or better compared to national averages on the Major Field Test.

Ideal Target:

85% of graduating seniors will achieve a 50% or better compared to national averages on the Major Field Test.

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings

for MFT English

Summary of Findings:

Fall 2020 Graduating Senior
Student#1: 44th Percentile

Spring 2021 (based on 2020 comparisons) Graduating Seniors:

Student #2: 33rd Percentile
Student #3: 77th Percentile
Student #4: 57th Percentile
Student #5: 95th Percentile
Student #6: 69th Percentile

66.67% of Graduating Seniors scored in the 50% bracket or higher.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Moving Away

Recommendations:

Create a Reading List for Seniors.

Indicate students who are Creative Writing Concentration or Professional Writing Concentration in the English Major, as they are not required to take as many literature

courses which comprise much of the MFT for English majors.

Reflections/Notes:

One of our Seniors scored in the 95th and one in the 77th percentile out of approximately 8,500 students nationally.

Substantiating Evidence:

- 📎 English_MFT_Spring_2021_TRP-RosterSummary (1).doc (Microsoft Word)
- 📎 Individual Score Report 2020-12-14 at 11.07.42 AM.pdf (Adobe Acrobat Document)

Measure

Student Essay Evaluation

PROGRAM LEVEL; DIRECT - PORTFOLIO

Details/Description:

A writing expert outside the English Department will assess student essays using a common rubric and questionnaire for literary interpretation and research.

Acceptable Target:

80% of students will score an 80 or better in this category of the QEP Rubric for essays written in one EN Sophomore (such as EN 203) and one Upper level literature EN course (such as EN 301) as evaluated by someone outside the department. (SLO 1, 2, 3, or 4 depending upon course and essay assignment/topic).

Ideal Target:

90% of students will score an 80 or better in this category of the QEP Rubric for essays written in one EN Sophomore (such as EN 203) and one Upper level literature EN course (such as EN 301) as evaluated by someone outside the department. (SLO 1, 2, 3, or 4 depending upon course and essay assignment/topic)

Implementation Plan (timeline):

Essays will be assigned and collected from select courses in the Fall semester and will be evaluated by the outside evaluator in the Spring semester.

Key/Responsible Personnel:

Faculty and part-time Faculty will assign and collect essays. Someone outside the Department will be hired to assess the essays and paid a stipend.

Supporting Attachments:

- 📎 Camaraderie of Writers Montreat Rubric.doc (Microsoft Word)

Findings

for Student Essay Evaluation

Summary of Findings:

80% of student essays in a 300 level course scored 90% or higher.
100% of student essays in a 200 level course scored 75% or higher.
Composite average 83% of student essays scored an 80% or higher.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Outside reviewer requests that assignment descriptions accompany redacted essays to better answer all questions on Montreat Faculty Rubric.

Reflections/Notes:

Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Approaching

Substantiating Evidence:

Measure

Student Survey

COURSE LEVEL; INDIRECT - SURVEY**Details/Description:**

Administer a survey to students in courses near the end of the semester.

Acceptable Target:

80% of students will indicate that this EO has been met in English courses with a 4 or above rating on a Likert scale survey administered near the end of the semester. (SLO 2 & 4)

Ideal Target:

90% of students will indicate that this EO has been met in English courses with a 4 or above rating on a Likert scale survey administered near the end of the semester. (SLO 2 & 4)

Implementation Plan (timeline):

Faculty and part-time Faculty will administer surveys near the end of the semester in their Fall and Spring courses.

Key/Responsible Personnel:

Faculty and part-time Faculty will administer surveys. The Department Chair will collect data from surveys.

Supporting Attachments:

Findings

for Student Survey

Summary of Findings:**SLO #2:**

In Fall 2020 Departmental Survey, 82% of students answered in the affirmative to the statement: "I engaged in Critical Thought in this course."

In Spring 2021 Departmental Survey, 86% of students answered in the affirmative to the statement: "I engaged in Critical Thought in this course."

Results: In 2020-21, 84% of students indicated that they engaged in Critical Thinking in English courses.

SLO #4:

In Fall 2020, 86% of students on a Departmental Survey answered in the affirmative to the question: "Did you grow in your ability to enjoy, understand, and/or analyze literature in this course?"

In Spring 2021, 81% of students on a Departmental Survey answered in the affirmative to the question: " Did you grow in your ability to enjoy, understand, and/or analyze literature in this course?"

Results: In 2020-21, 83% of students agreed that English Courses helped them to grow in their "ability to enjoy, understand, and/or analyze literature."

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Continue affirming professors' curriculums and assignments that help students engage in critical thought and grow in their understanding or enjoyment of literature. Perhaps split SLO #2 and #4 into separate categories.

Reflections/Notes:

Substantiating Evidence:

Report : Assessment Cycle Details for : Environmental Science - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Tuesday, December 20, 2022

Measures and Findings

Environmental Science - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will demonstrate a fundamental knowledge of the structure and function of the Earth's natural systems.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future,
- **Montreat College Strategic Plan 2018/19 - 2023/24: 1:** Strengthen Academic Programs (Intellectual Inquiry)

Measure

Tropical Ecology Presentations

PROGRAM LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students in BL 4331: Conservation Biology will research and present on one IUCN endangered/imperiled species.

Acceptable Target:

75% of students will receive an 'A' on the presentation.

Ideal Target:

90% of students will receive an 'A' on the presentation.

Implementation Plan (timeline):

April 2021

Key/Responsible Personnel:

Holbrook

Findings

for Tropical Ecology Presentations

Summary of Findings:

Students excelled in final endangered species presentations.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Reflections/Notes:

Substantiating Evidence:

 21SP.MN.BIOL4331.001 Grades.xlsx (Excel Workbook (Open XML))

Student Learning Outcome 2

Students will demonstrate the ability to integrate scientific knowledge with a biblical worldview.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

Env. Science Papers

PROGRAM LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students will submit a required position paper detailing their environmental worldview, logically connecting it to their Christian faith, if they are Christians.

Acceptable Target:

50% of students receiving an A on ES paper.

Ideal Target:

60% of students receiving an A on ES paper.

Implementation Plan (timeline):

March - initial drafts, work with students to better grammar, logical lines of thought, critical thinking, etc.

Key/Responsible Personnel:

Holbrook

Findings

for Env. Science Papers

Summary of Findings:

66% of students recieved an A on their final paper.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

Student Learning Outcome 4

Measure

Students will demonstrate the ability to synthesize knowledge and formulate strategies to solve problems systematically & creatively.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.2. A lifestyle of Christian service to others and the community, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Field Skills

PROGRAM LEVEL; DIRECT - OTHER

Details/Description:

Students will perform adequately in ENSC 2201 Ecology Lab

Acceptable Target:

80% of students earn a grade of "P" in ecology lab.

Ideal Target:

100% of students earn a grade of "P" in ecology lab.

Implementation Plan (timeline):

2020-2021

Key/Responsible Personnel:

Holbrook

Findings for Field Skills

Summary of Findings:

Students performed very well.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Reflections/Notes:

Report : Operational Plan Details for : Environmental Science - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Operational Plan: 2020-2021 Assessment Cycle: Operational Plan and Status Report

Operational Plan Template: Academic Program Operational Plan Template

Report Generated : Tuesday, December 20, 2022

Actions and Status Report

Environmental Science - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will demonstrate a fundamental knowledge of the structure and function of the Earth's natural systems.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1 : Strengthen Academic Programs (Intellectual Inquiry)

Student Undergraduate Research Symposium

No Status Added to Student

Undergraduate Research Symposium

Action details:

Upper class ENSC majors will present original research at SURS in Sp2021

Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Holbrook

Measures:

50% of Upper Class ENSC major participation.

Budget approval required? (describe):

Budget request amount:

\$0.00

Priority:

Low

Supporting Attachments:

Student Learning Outcome 2

Students will demonstrate the ability to integrate scientific knowledge with a biblical worldview.

100% ENSC Major 'A' grade on ENSC final paper

No Status Added to 100% ENSC Major 'A' grade on ENSC final paper

Action details:

100% of ENSC majors will score an A on their final environmental worldview paper in

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

ENSC 1150.

Implementation Plan (timeline):

Spring 2021

Key/Responsible Personnel:

Holbrook

Measures:

100% of ENSC majors will score an A on their final environmental worldview paper in ENSC 1150.

Budget approval required? (describe):

Budget request amount:

\$0.00

Priority:

Supporting Attachments:

Student Learning Outcome 3

Students will demonstrate research skills appropriate to the Environmental Studies field, such as formulation of appropriate research questions, data collection techniques, use of appropriate literature and resources, and research presentation.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.2. A lifestyle of Christian service to others and the community, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 3.1. Interpersonal and team skills and an understanding

Practicum

No Status Added to Practicum

Action details:

Students doing a practicum will conduct original research for their practicum.

Implementation Plan (timeline):

Spring2021

Key/Responsible Personnel:

Holbrook

Measures:

Students doing a practicum will conduct original research for their practicum.

Budget approval required? (describe):

Budget request amount:

\$0.00

Priority:

Supporting Attachments:

and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 4

No actions specified

Students will demonstrate the ability to synthesize knowledge and formulate strategies to solve problems systematically & creatively.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.2. A lifestyle of Christian service to others and the community, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.6. An appreciation for what is beautiful, true, and good in the arts and literature, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Report : Assessment Cycle Details for : Exercise Science - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Monday, December 26, 2022

Measures and Findings

Exercise Science Outcome Set

❖ Outcome

Student Learning Outcome 2

Be able to assess the fitness level of apparently healthy individuals and those with known pathology.

Mapped to:

- Montreat College Education Objectives (2017-2018): 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors

Measure

EX 3422 Final Project

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Student must be able to measure and interpret data gathered from 10 individuals for their final project related to exercise testing and measurements.

Acceptable Target:

70% of students will achieve a 80% or higher

Ideal Target:

80% of students will achieve a 85% or higher

Implementation Plan (timeline):

Project given after midterm and due by finals week.

Key/Responsible Personnel:

Exercise Science Faculty teaching course

Findings

for EX 3422 Final Project

Summary of Findings:

86.4% of students scored > 80% on this project.
77.3% of students scored > 85% on this project.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Continue to assess this project in coming years, spending more time with the students to ensure complete understanding of the process of collecting and analyzing the data. We will be incorporating more laboratory units in this course next year (we were unable to this year due to COVID restrictions). Those lab units may require the purchase of more equipment such as spirometer tubing and masks for the metabolic cart to enable more than one student to be tested every 3 days.

Reflections/Notes:

Student Learning Outcome 3

Be able to prescribe and develop appropriate exercise and lifestyle modification programs to assist clients in achieving their fitness and/or rehabilitation goals.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.4. A genuine critical openness to the ideas and beliefs of others

Measure

EXSC 4421 Final Project

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students are asked to prescribe a training program for a specific individual they are assigned to reach the specified goal. These individuals may be healthy, older, young, or have various chronic diseases. The program must include exercise testing, a calendar of workouts, and workout details for at least one month's time.

Acceptable Target:

80% of students will score 80% or higher

Ideal Target:

90% of students will score 80% or higher

Implementation Plan (timeline):

The project will be assigned at the beginning of the semester. Case studies will be used to assign individuals to the students at random. Students will be expected to turn in the final prescription during Finals week.

Key/Responsible Personnel:

Exercise Science faculty teaching the course

Findings

for EXSC 4421 Final Project

Summary of Findings:

One out of 11 students scored less than 80% on this project. This comes to 90% of students scoring 80% or higher. However, the target goal should have 90% of students scoring 85% or higher, in which case the goal was not quite met (7 out of 11 scored 85% or higher, or 63%).

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Student Learning Outcome 5

Evaluate the scientific literature in the discipline, understand and synthesize relevant information from it, and be able to convey this information both orally and in writing.

Mapped to:

- Montreat College Education Objectives (2017-2018): 1.1 Effective written and oral communication skills, 1.3 Essential computer information systems skills

Recommendations:

Continue to assess this project and work on strengthening the student work with regard to research projects.

Reflections/Notes:

Measure

Research Project Design - EXSC 3421

PROGRAM LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students are asked to read, synthesize, and summarize peer reviewed articles related to a research question they have. These articles will be incorporated into a literature review for a study they will be conducting over the course of a 1.5 year period in multiple courses.

Acceptable Target:

80% of students will receive an 80% or higher

Ideal Target:

95% of students will receive an 85% or higher

Implementation Plan (timeline):

The assignment is given in the first week, and worked on throughout the semester. The completed Literature review is due during finals week.

Key/Responsible Personnel:

Exercise Science Faculty teaching course

Findings

for Research Project Design - EXSC 3421

Summary of Findings:

Only 2 out of 21 students scored less than an 85% on this assignment. 100% of students met the goal of scoring at least an 80% on the assignment. Target goal was reached, and ideal target was close.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Approaching

Recommendations:

Continue to assess this assignment for the coming year at the same levels to ensure all students can meet the ideal target.

Reflections/Notes:

Report : Assessment Cycle Details for : Health Science - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Monday, December 26, 2022

Measures and Findings

Health Science - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will gain an understanding of the models of the essential biological, chemical, and physical properties underlying life systems.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1: Strengthen Academic Programs (Intellectual Inquiry)

Measure

Kinetics module

COURSE LEVEL; DIRECT - EXAM

Details/Description:

Chemical kinetics is an empirically driven model for the rates of chemical reactions, including those found in living biological systems. A good understanding of chemical kinetics is necessary to understand biological processes, and a detailed overview of kinetics is taught in the general chemistry course sequence. The students mastery of this material is tested in an examination in CHEM 1112.

Acceptable Target:

70% or better correct rate on questions pertaining to chemical kinetics in the examinations given that cover this subject.

Ideal Target:

80% or better correct rate on questions pertaining to chemical kinetics in the examinations given that cover this subject.

Implementation Plan (timeline):

The measure will be made via examination in General Chemistry II, CHEM 1112.

Key/Responsible Personnel:

Faculty teaching CHEM 1112

Findings

for Kinetics module

Summary of Findings:

On a 16 question sample of kinetics questions on the first examination in CHEM 1112, the average points earned percentage was 78% with a standard error of 2%. The exam was a timed online exam and the students were able to use their notes and text, so this value may be artificially boosted by these advantages.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Recommendations:

Reassess next year when online testing is no longer conducted.

Reflections/Notes:

The ideal target of 80% is within the standard error of the measurement, so we are approaching ideal results, although the aforementioned caveat of open note testing must be acknowledged.

Measure

Program Entrance Critical Thinking Exercise—General Chemistry

COURSE LEVEL; DIRECT - EXAM**Details/Description:**

In General Chemistry class, critical thinking exercises will be integrated within graded tools that assess critical thinking through the use of manipulation skills in problem solving. [Students in the Health Science program typically take General Chemistry their first year in the program.]

Acceptable Target:

75% will be able to score at the first level on the Montreat College QEP Critical Thinking Rubric

Ideal Target:

85% will be able to score at the first level on the Montreat College QEP Critical Thinking Rubric

Implementation Plan (timeline):

Students will be assessed for critical thinking through mathematical manipulation with this testing integrated measure or another course component assessing critical thinking.

Key/Responsible Personnel:

Faculty teaching CHEM 1111–1112

Findings

for Program Entrance Critical Thinking Exercise—General Chemistry

Summary of Findings:

On the first CHEM 1111 examination, the students were asked multiple one-concept problem solving questions. Of these 9 questions asked, the students earned 76% of possible points with a standard error of 3%.

Testing was completed in an online format with open notes, so some boosting of scores is likely.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

Recommendations:

Reassess next year with in-class testing.

Reflections/Notes:**Student Learning Outcome 5**

Students will be able to utilize critical thinking, understand the ambiguities of science, and integrate reference sources and data to develop clear conclusions.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1: Strengthen Academic Programs (Intellectual Inquiry)

Measure*Critical Thinking Application to Genetics Position Paper***PROGRAM LEVEL; DIRECT - STUDENT ARTIFACT****Details/Description:**

Students in the upper level Genetics class [Health Science majors] are required to use critical thinking skills to develop a position paper related to a contemporary controversial topic. The Montreat College QEP Critical Thinking Rubric will be applied to these papers as one measure of the Health Sciences program critical skill development.

Acceptable Target:

80% of the Biology students' Genetics position papers will be scored at or above level 3 in the Montreat College QEP Critical Thinking Rubric.

Ideal Target:

90% of the Biology students' Genetics position papers will be scored at or above level 3 in the Montreat College QEP Critical Thinking Rubric.

Implementation Plan (timeline):

The Genetics position papers from the Fall 2020 class will be used.

Key/Responsible Personnel:

Faculty teaching BIOL 4511

Findings*for Critical Thinking Application to Genetics Position Paper***Summary of Findings:**

75% of the class meet the criteria of the QEP goal, but the class was only of 4 students. Three of the four did a great job of addressing the components of the assignment.

Acceptable Target Achievement:

Not Met

Ideal Target Achievement:

Approaching

Recommendations:

The positions papers will continue to be included in the components of the Genetics class. As larger classes are used for this assessment, a better idea of the use of critical thinking skills in this goals will be determined.

Reflections/Notes:

Student Learning Outcome 7

Students will demonstrate key employability skills including development of resumes, personal statements, and interview skills.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.3 Essential computer information systems skills, 2.2. A lifestyle of Christian service to others and the community, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses,
- **Montreat College Strategic Plan 2018/19 - 2023/24: 1:** Strengthen Academic Programs (Intellectual Inquiry)

Measure

Curriculum Vitae, Resume, and Personal Statement

COURSE LEVEL; DIRECT - PORTFOLIO

Details/Description:

Students should demonstrate the ability to provide potential employers/professional schools/graduate schools with the appropriate requested application materials. Students should understand and be able to demonstrate the difference between a CV, resume, and personal statement—what their distinct purposes are and what they convey about the students to the potential interviewer. Students will be asked to produce and submit these documents as part of their senior science seminar course, ENSC 4611

Acceptable Target:

Students are able to produce professional CVs, resume's, and personal statements tailored to specific requirements for applications to employment positions or professional/graduate schools.

Ideal Target:

Students CVs/resumes/personal statements demonstrate high quality and distinctness—they are both professional but also personal in such a way as to differentiate themselves positively from other applicants to the position/school for which the student is competing.

Implementation Plan (timeline):

The portfolio of CV/resume/personal statement is part of the midterm submission for students.

Key/Responsible Personnel:

Faculty conducting ENSC 4611

Findings

for Curriculum Vitae, Resume, and Personal Statement

Summary of Findings:

Out of seven student portfolios assessed, six demonstrated acceptable levels of professionalism and appropriateness for the hypothetical application process (students were asked to generate a faux application for a graduate school, internship, or job application as they chose). However, only three out of seven demonstrated excellence in design and layout.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Increase focus on appearance as well as content. Students are successfully generating content in their portfolio; they need better instruction on appearance as well.

Reflections/Notes:

Report : Operational Plan Details for : Health Science - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Operational Plan: 2020-2021 Assessment Cycle: Operational Plan and Status Report

Operational Plan Template : Academic Program Operational Plan Template

Report Generated : Monday, December 26, 2022

Actions and Status Report

Health Science - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

Students will gain an understanding of the models of the essential biological, chemical, and physical properties underlying life systems.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge,
- **Montreat College Strategic Plan 2018/19 - 2023/24:** 1: Strengthen Academic Programs (Intellectual Inquiry)

General chemistry course content

No Status Added to General chemistry course content

Action details:

Although the assessment findings here are generally good, I (associate professor of chemistry) feels that the scores are artificially boosted because of online testing as a result of the Covid pandemic of 2020–21. To facilitate a more cohesive course structure, I suggest that the ordering of subject be rearranged to better match the text used in the course and encourage students to use the text and to participate in self-study.

Implementation Plan (timeline):

Implementation expected in the fall of 2021

Key/Responsible Personnel:

Faculty teaching General Chemistry

Measures:

Reassessment of understanding of chemical kinetics, thermodynamics, and additional assessment of quantum chemistry.

Budget approval required? (describe):

None

Budget request amount:

\$0.00

Priority:

Low

Student Learning Outcome 7

Students will demonstrate key employability skills including development of resumes, personal statements, and interview skills.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.3 Essential computer information systems skills, 2.2. A lifestyle of Christian service to others and the community, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses,
- **Montreat College Strategic Plan 2018/19 - 2023/24: 1:** Strengthen Academic Programs (Intellectual Inquiry)

Supporting Attachments:

Include module on design and word processing

No Status Added to Include module on design and word processing

Action details:

Add a module to the senior science seminar that encourages good design in professional development documents such as CVs, resumes, and cover letters.

Implementation Plan (timeline):

Fall 2021

Key/Responsible Personnel:

Faculty teaching ENSC 4611

Measures:

Budget approval required? (describe):

none

Budget request amount:

\$0.00

Priority:

Low

Supporting Attachments:

Report : Assessment Cycle Details for : Music Business - Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Tuesday, December 20, 2022

Measures and Findings

Montreat College Education Objectives (2017-2018) (Copy 1)

❖ 2. Spiritual Formation

An informed, biblical worldview that includes the following:

2.4. A genuine critical openness to the ideas and beliefs of others

Mapped to:

No Mapping

Measure

MUSB 4273 Music Business Senior Studies

INSTITUTION LEVEL; DIRECT - OTHER

Details/Description:

Students who score 90 or lower on any one of the three measures under the interpersonal composite of the EQ-I 2.0 Emotional Intelligence (EQ) Assessment will demonstrate a willingness to use tools offered in the course to improve.

Acceptable Target:

80% or higher.

Ideal Target:

100%

Implementation Plan (timeline):

Spring semester 2021

Key/Responsible Personnel:

Music Business Faculty: Kevin Auman

Findings

for MUSB 4273 Music Business Senior Studies

Summary of Findings:

All students who scored below the threshold demonstrated a desire to learn more and demonstrated strong engagement with the tools for increasing EQ aptitude in the area of weakness.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Exceeded

Recommendations:

Review first year courses and look for an opportunity to include an in-troduction to foundational concepts of EQ.

Reflections/Notes:

EQ is first measured in this course which comes at the end of the student's college experience. So while it is bene-ficial for the student to gain understand-ing of their EQ and tools to improve it, it could be benefi-cial to begin that process earlier.

❖ 3. Preparation for Calling and Career

3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses

Mapped to:

No Mapping

Measure

MUSB 3231/3232 Music Produc-tion, Marketing and Distribution

PROGRAM LEVEL; DIRECT - EXAM

Details/Description:

Final Exam Individual presentation questions four and five will receive a positive grade from evaluators.

Question Four:

Takes Personal Ownership of the Project

Question Five:

Mistakes/Failures are Clearly Acknowledged

Acceptable Target:

80% or higher

Ideal Target:

100%

Implementation Plan (timeline):

Spring Semester 2021

Key/Responsible Personnel:

Music Business Faculty: Peter Buchwald

Findings

for MUSB 3231/3232 Music Produc-tion, Marketing and Distribution

Summary of Findings:

All students received scores above 80%.

It was observed that most of the students struggled with taking initiative and exercising leadership, often waiting to be told what to do.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Exceeded

Recommendations:

Use a virtual team organization tool (Asana, etc.) to provide transparent structure and accountability.

Be (even more) clear about what the role of the instructor/facilitator is in the class and what it is not.

Reflections/Notes:

Report : Assessment Cycle Details for : Outdoor Recreation Studies- Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Assessment Plan: 2020-2021 Assessment Cycle: Assessment Plan and Assessment Findings

Assessment Plan Template : Academic Program Workspace Template

Report Generated : Monday, December 26, 2022

Measures and Findings

Outdoor Education - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

To develop understanding and communication of the historical, theoretical, philosophical, environmental and biblical foundations of Outdoor Education.

a. The student will be able to articulate a personal philosophy of leadership, education and environmental ethics informed by the foundations of Outdoor Education.

b. The student will integrate relevant foundations of Outdoor Education in written and verbal communications.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and

Measure

Environmental Ethics Paper in ORS

COURSE LEVEL; DIRECT - STUDENT ARTIFACT

Details/Description:

Students are asked to write an Environmental Ethics Paper that describe their personal view of Leave no Trace ethics.

Acceptable Target:

100 % of the students receive a grade of 85% or better

Ideal Target:

100 % of the students receive a grade of 92% or better.

Implementation Plan (timeline):

This is part of the OREC 2221 class, which is a sophomore level class.

Key/Responsible Personnel:

Dr. Ryan Zwart

Findings

for Environmental Ethics Paper in ORS

Summary of Findings:

100% of the student scored 85% or better on the Environmental Ethics paper.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Approaching

an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Recommendations:

That this paper only covers LNT and not full environmental ethics, therefore the title of the requirement to a LNT ethics paper.

Reflections/Notes:

Dr. Zwart has already added this change in his syllabus.

Measure

Environmental Ethics Paper in ORS

PROGRAM LEVEL; INDIRECT - INTERVIEW**Details/Description:**

In the exit interview students are asked to reflect on the program goals as stated. One of the goals includes the Environmental Ethics Paper.

Acceptable Target:

80% of the students will identify that this paper is an important part of their development as an Outdoor professional.

Ideal Target:

100% of the students will identify that this paper is an important part of their development as an Outdoor professional.

Implementation Plan (timeline):

Ask specifically about the Environmental Ethics paper in the exit interview.

Key/Responsible Personnel:

Drs. Zwart and Shuman

Findings

for Environmental Ethics Paper in ORS

Summary of Findings:

100% of the students identified that this paper is an important part of their development as an outdoor professional

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

Continue to incorporate the Environmental Ethics Paper into the ORS program. For 2021-2022 this paper will be included in OREC 2221: Outdoor Living Skills. All ORS students will take this course starting in the academic year 2021-2022.

Reflections/Notes:

Student Learning Outcome 2

To develop skills in outdoor living, leading and teaching as defined by the Wilderness Education Association.

a. The student will demonstrate the essential outdoor skills need to sustain oneself and the group.

b. The student will demonstrate effective leadership, making sound decisions based on accurate assessment of self, the group and the situation.

c. The student will be able to teach/facilitate effectively.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Measure

Outdoor Living skills

PROGRAM LEVEL; INDIRECT - INTERVIEW

Details/Description:

Students will be asked about their preparation in outdoor skills.

Acceptable Target:

80% of the students will state that they are prepared in Outdoor Living Skills.

Ideal Target:

100% of the students will state that they are prepared in Outdoor Living Skills.

Implementation Plan (timeline):

This will take place at the exit interview at the end of Senior Seminar.

Key/Responsible Personnel:

Drs. Shuman and Zwart

Findings

for Outdoor Living skills

Summary of Findings:

Although 83% of the students said that they were prepared in Outdoor Living skills, they expressed concern that the new ORS curriculum, would not prepare all ORS students to have the outdoor skills needed to function as an outdoor professional.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Change the ORS curriculum so that all students take Outdoor Living Skills.

Reflections/Notes:

All of these students took outdoor living skills as a part of the OE degree. The new ORS degree does not require outdoor living skills and the students stated the importance of having these skills.

Measure

WEA portfolio

PROGRAM LEVEL; DIRECT - PORTFOLIO

Details/Description:

Each student will prepare a portfolio that includes the outdoor living skills requirements as identified by the WEA.

Acceptable Target:

80% of graduating seniors in all concentrations will pass the skills section of the WEA portfolio.

Ideal Target:

100% of the students will pass the skills section in the senior portfolio.

Implementation Plan (timeline):

Students in Senior Seminar will produce a Portfolio that includes the WEA Skills section.

Key/Responsible Personnel:

Professor of Senior Seminar.

Findings

for WEA portfolio

Summary of Findings:

83% of the students passed the skills section of the WEA portfolio.

Acceptable Target Achievement:

Met

Ideal Target Achievement:

Moving Away

Recommendations:

Change the ORS curriculum so that all students take Outdoor Living Skills.

Reflections/Notes:

All of these students took outdoor living skills as a part of the OE degree. The new ORS degree does not require outdoor living skills and the students stated the importance of having these skills.

Student Learning Outcome 3

To develop Christian maturity and professional behavior.

a. The student will demonstrate an ability to integrate Biblical principles into the practice of Outdoor Education.

b. The student will demonstrate the written and oral communication skills needed by an OE professional.

Mapped to:

- Montreat College Education Objectives (2017-2018): 1.1

Measure

Discovery paper

COURSE LEVEL; DIRECT - STUDENT ARTIFACT**Details/Description:**

Students will write a reflection paper, in which they describe stewardship, discipleship, Christian community and leadership.

Acceptable Target:

90% of the students describe progress toward all of the objectives for Discovery.
80% of the students describe progress toward 3 of the objectives for Discovery.
70% of the students describe progress toward 2 objectives for Discovery.
60% of the students describe progress toward 1 objectives for Discovery.

Ideal Target:

100% describe progress toward all 4 of the objectives.

Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Implementation Plan (timeline):

This will be completed after the Discovery papers are submitted on June 15.

Key/Responsible Personnel:

Dr. Zwart

Findings *for Discovery paper*

Summary of Findings:

100% of students describe progress toward all 4 of the objectives from their reflection paper from the Discovery Expedition.

Acceptable Target Achievement:

Exceeded

Ideal Target Achievement:

Exceeded

Recommendations:

While we are happy with these results and that students are clearly reflection on the purpose of this course. It seems like a different assessment approach may be more fitting for this assignment. Merely mentioning the objectives does not show proficiency or mastery. The ORS faculty will meet for the 2021-2022 academic year to reassess this strategy moving forward.

Reflections/Notes:

Report : Operational Plan Details for : Outdoor Recreation Studies- Major

Report Generated by Taskstream

Workspace : Program Assessment and Planning Workspace

Operational Plan: 2020-2021 Assessment Cycle: Operational Plan and Status Report

Operational Plan Template: Academic Program Operational Plan Template

Report Generated : Monday, December 26, 2022

Actions and Status Report

Outdoor Education - Major Outcome Set

❖ Outcome

Student Learning Outcome 1

To develop understanding and communication of the historical, theoretical, philosophical, environmental and biblical foundations of Outdoor Education.

a. The student will be able to articulate a personal philosophy of leadership, education and environmental ethics informed by the foundations of Outdoor Education.

b. The student will integrate relevant foundations of Outdoor Education in written and verbal communications.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.1. The sovereignty of God over all creation and knowledge, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 2.8. An understanding of the past and its interconnectedness with the present and future, 3.1. Interpersonal and team skills and

Faculty should review and rewrite the exit exam by January 2021.

Action details:

Ryan Zwart and Dottie Shuman will meet to do this work.

Implementation Plan (timeline):

Exam will be reviewed during the summer of 2020 and detail regarding exit exams will be discussed with Brad Faircloth. The exam will be rewritten in the fall of 2020 and then be ready to publish it in January of 2021.

Key/Responsible Personnel:

Ryan Zwart!!!!

Measures:

The exam is finished and

Budget approval required? (describe):

none

Budget request amount:

\$0.00

Priority:

Supporting Attachments:

Status

for Faculty should review and rewrite the exit exam by January 2021.

Current Status:

Not started

Budget Status:

Other

Additional information:

This was not started, but still needs to be completed.

Next Steps:

Schedule an ORS team meeting on August 25, 2021 to discuss and plan this exam.

Substantiating Evidence:

an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 2

No actions specified

To develop skills in outdoor living, leading and teaching as defined by the Wilderness Education Association.

a. The student will demonstrate the essential outdoor skills need to sustain oneself and the group.

b. The student will demonstrate effective leadership, making sound decisions based on accurate assessment of self, the group and the situation.

c. The student will be able to teach/facilitate effectively.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.2 Critical thinking and problem-solving skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Student Learning Outcome 3

Prepare students better for

Status

To develop Christian maturity and professional behavior.

a. The student will demonstrate an ability to integrate Biblical principles into the practice of Outdoor Education.

b. The student will demonstrate the written and oral communication skills needed by an OE professional.

Mapped to:

- **Montreat College Education Objectives (2017-2018):** 1.1 Effective written and oral communication skills, 1.2 Critical thinking and problem-solving skills, 1.3 Essential computer information systems skills, 1.4 Competency in their academic majors, 2.2. A lifestyle of Christian service to others and the community, 2.3. The recognition of the intrinsic worth of self and all persons, 2.4. A genuine critical openness to the ideas and beliefs of others, 2.5. The formation of values and ethical reasoning, 2.7. A respect for and attitude of stewardship toward the whole of creation, 3.1. Interpersonal and team skills and an understanding and appreciation of their personal strengths and weaknesses, 3.2. Dispositions toward reflective and responsible citizenship needed to fulfill callings as effective leaders and committed laity

Current Issues presentation by providing an example of a well done presentation.

Action details:

The professor of the Current Issues class will be sure to develop an example that demonstrates to students a well prepared and presented final project.

Implementation Plan (timeline):

Complete development of this example by the spring of 2021.

Key/Responsible Personnel:

Dottie Shuman

Measures:

Scores on final presentations increase.

Budget approval required? (describe):

none

Budget request amount:

\$0.00

Priority:

Supporting Attachments:

for Prepare students better for Current Issues presentation by providing an example of a well done presentation.

Current Status:

Completed

Budget Status:

Other

Additional information:

Because the Research Symposium was done virtually, we now have excellent examples of Current Issues Presentations.

Next Steps:

Talk with Nate King, to be sure that we have access to the files forever.

Substantiating Evidence: