BACHELOR OF ARTS APPLIED BEHAVIORAL SCIENCE ANNUAL ASSESSMENT PLAN & FINDINGS
2010-2011 ACADEMIC YEAR

	PLO 1 *Apply basic behavioral research concepts, methods and tools.*	PLO 2 *Choose communication skills to create, build and maintain effective relationships.*	PLO 3 *Analyze individual, family and community problems using theories of human behavior.*	PLO 4 *Specify the impact of cultural diversity on social and organizational issues.*	PLO 5 *Identify the major constructs of ethical decision making.*	PLO 6 *Understand the role of behavioral sciences in the cause, treatment, and prevention of individual, family and community problems.*
PSY101: Introduction to Psychology			I			I
ABS200: Introduction to Applied Behavioral Sciences			R			R
SOC203: Social Problems			R	I		R
COM321: Communication Theory		I				
PSY304: Lifespan Development			R	R		R
PSY301: Social Psychology			R	R		R
SOC320: Public Policy and Social Services			R	R		R
ABS415: Leadership and Ethics in a Changing World		R			I	
ABS417: Community Organizing and Development			R	R		R
SOC402: Contemporary Social Problems and the Workplace		R	R	R	R	R
PSY325: Statistics for the Behavioral and Social Sciences						
PSY326: Research Methods	I					R
ABS497: Applied Behavioral Sciences Capstone	M	M	M	M	M	M

I (Introduced), **R** (Reinforced), or **M** (Mastered).

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Apply basic behavioral research concepts, methods and tools.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA**
Direct Measure 1: ABS497 Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 1.	289	300	96.33%	EXCEEDS THE ACCEPTABLE TARGET

Direct Measure 2: PSY326 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of basic behavioral research concepts, methods and tools through a qualitative or quantitative research study.	34	46	79%	DOES NOT MEET THE ACCEPTABLE TARGET

PLO 2 - Choose communication skills to create, build and maintain effective relationships.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: ABS415 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of communication skills to create, build and	79	88	90%	DOES NOT MEET THE ACCEPTABLE TARGET

MEASURE	ACCEPTABLE TARGET				
	maintain effective relationships by developing a personal leadership development plan.				
Direct Measure 2: ABS497 Capstone Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 2.	568	600	70%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: COM321 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of the concept of creating, building, and maintaining effective relationships by completing a self-assessment of personal communication skills.	261	324	81%	DOES NOT MEET THE ACCEPTABLE TARGET

PLO 3 - Analyze individual, family and community problems using theories of human behavior.

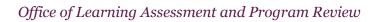| MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET

					3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: ABS497 Capstone Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 3.	568	600	94.66%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 2: SOC203 Research Paper	100% (of the sample selected) must score 70% or higher on the research paper and demonstrate understanding of individual, family and community problems using theories of human behavior by creating an intervention strategy of a current social problem.	351	387	96%	DOES NOT MEET THE ACCEPTABLE TARGET
Direct Measure 3: SOC320 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of individual, family and community problems using theories of human behavior through a Public Policy research study.	121	145	83%	DOES NOT MEET THE ACCEPTABLE TARGET

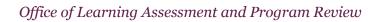**PLO 4 - Specify the impact of cultural diversity on social and organizational issues.**

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: ABS497 Capstone Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 4.	807	900	89.66%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 2: SOC203 Research Paper	100% (of the sample selected) must score 70% or higher on the research paper and demonstrate understanding of the impact of cultural diversity on social and organizational issues by designing an intervention strategy for a current social problem.	351	387	96%	DOES NOT MEET THE ACCEPTABLE TARGET
	100% (of the sample selected) must score 70% or higher on the final paper and				

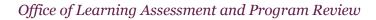| Direct Measure 3: SOC402 Final Paper	demonstrate understanding of the impact of cultural diversity on social and organizational issues relating to the workplace and working environment.	61	70	87%	DOES NOT MEET THE ACCEPTABLE TARGET

PLO 5 - Identify the major constructs of ethical decision making.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: ABS415 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of the major constructs of ethical decision making by developing a personal leadership plan.	79	88	90%	DOES NOT MEET THE ACCEPTABLE TARGET

Direct Measure 2: ABS497 Capstone Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 5.	807	900	89.66%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: SOC402 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of the major constructs of ethical decision making in the workplace.	61	70	87%	DOES NOT MEET THE ACCEPTABLE TARGET

PLO 6 - Understand the role of behavioral sciences in the cause, treatment, and prevention of individual, family and community problems.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET

					4. INSUFFICIENT DATA
Direct Measure 1: ABS497 Capstone Final Paper	70% of BA Applied Behavioral Science records must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped at the Mastery level to PLO 6.	807	900	89.66%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 2: PSY301 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of the role of social psychology in the cause, treatment, and prevention of individual, family and community problems.	198	222	89%	DOES NOT MEET THE ACCEPTABLE TARGET
Direct Measure 3: SOC402 Final Paper	100% (of the sample selected) must score 70% or higher on the final paper and demonstrate understanding of the role of behavioral sciences in the cause, treatment, and prevention of individual, family, community, and workplace problems.	61	70	87%	DOES NOT MEET THE ACCEPTABLE TARGET
OVERALL RECOMMENDATIONS					

Program Learning Outcome 1 Recommendations:

1.1 Review course and course resources to increase student performance.
1.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 1.

1.3 Evaluate faculty grading to ensure consistent application of grading rubric.

1.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

1.5 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignment in ABS 497.

1.6 Develop indirect measures to assess mastery of program learning outcomes.

Program Learning Outcome 2 Recommendations:

2.1 Review course and course resources to increase student performance.

2.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 2.

2.3 Evaluate faculty grading to ensure consistent application of grading rubric.

2.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

2.5 Develop a Waypoint rubric for ABS 415. Develop a Waypoint Rubric for COM 321 in collaboration with College of Liberal Arts Assessment Analyst.

2.6 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignment in ABS 415.

2.7 Develop indirect measures to assess mastery of program learning outcomes.

Program Learning Outcome 3 Recommendations:

3.1 Review course and course resources to increase student performance.

3.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 3.

3.3 Evaluate faculty grading to ensure consistent application of grading rubric.

3.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

3.5 Develop a Waypoint rubric for SOC 320 with College of Liberal Arts Assessment Analyst.

3.6 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignments in SOC 203.

3.7 Develop indirect measures to assess mastery of program learning outcomes.

Program Learning Outcome 4 Recommendations:

4.1 Review course and course resources to increase student performance.

4.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 4.

4.3 Evaluate faculty grading to ensure consistent application of grading rubric.

4.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

4.5 Develop a Waypoint rubric for SOC 402 in collaboration with College of Liberal Arts Assessment Analyst.

4.6 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignment in SOC 203 and SOC 402.

4.7 Develop indirect measures to assess mastery of program learning outcomes.
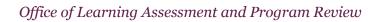
Program Learning Outcome 5 Recommendations:

5.1 Review course and course resources to increase student performance.

5.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 5.

5.3 Evaluate faculty grading to ensure consistent application of grading rubric.

5.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

5.5 Develop a Waypoint rubric for ABS 415. Develop Waypoint Rubric SOC 402 in collaboration with Liberal Arts Assessment Analyst.

5.6 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignments in ABS 415 and SOC 402.

5.7 Develop indirect measures to assess mastery of program learning outcomes.

Program Learning Outcome 6 Recommendations:

6.1 Review course and course resources to increase student performance.

6.2 Improve student learning by identifying learning patterns where students experience common difficulty with applied behavioral science concepts, knowledge, or skills and develop intervention strategies and options for students who do not master PLO 6.

6.3 Evaluate faculty grading to ensure consistent application of grading rubric.

6.4 Survey associate faculty to qualitatively assess gaps in curriculum and assignments.

6.5 Develop a Waypoint rubric for SOC 402 in collaboration with Liberal Arts Assessment Analyst.

6.6 Raise demonstration of student mastery to 100% of students enrolled earn 80% or higher on the Final Assignments in SOC 402 and PSY 301.

6.7 Develop indirect measures to assess mastery of program learning outcomes.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 1: Gather Benchmarking Data	*Peer and aspirational institutions*	*Full-time faculty*	*In Progress*	*N/A*
Action Details	*Review peer and aspirational institutions to evaluate ABS program requirements and recommended sequence.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 2: Gather Data by Course	*Drop rate per class Student End of Course Surveys Final Assignment Grades*	*Full-time faculty, Assessment Analyst*	*In Progress*	*Spring 2012*
Action Details	*Gather data on drop rate per course, student end of course surveys, and key measure outcomes (e.g. final assignment grade).*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 3: Implement Course Content Review Rubric	*Course Content Review Rubric*	*Executive Dean, Full-time faculty, Program Manager*	*Completed*	*N/A*
Action Details	*Review and modify (as appropriate) the Course Content Review Rubric currently being used to evaluate/measure ABS course content.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 4: Curriculum Feedback	*Necessary modifications identified and plan is in place.*	*Full-time faculty*	*In Progress*	*N/A*
Action Details	*Solicit Faculty feedback as part of the Faculty Forum process and Faculty course reviews.* *Respond to curriculum feedback from faculty and students to make ongoing modifications, if necessary.* *Modify/implement course-content review rubric*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 5: Data-driven reviews implemented periodically	*All courses assessed with revision plan in place. Dated courses and texts slated for revision or removal.*	*Full-time faculty*	*In Progress*	*N/A*

	Tools and strategies developed for the full program review.			
Action Details	*Periodical reviews and possible revision of courses to ensure curriculum and course materials are up to date and include elements of critical thinking, are relevant and recent in relation to applied behavioral science, and include a variety of multimedia tools to serve diverse learning styles.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 6: Quality Matters Review	*QM approval; QM re-approvals*	*Full-time Faculty, Program Manager, Curriculum Coordinator, Instructional Designer, Assessment Analyst QM Review Team*	*In Progress*	*N/A*
Action Details	*All courses have Quality Matters approvals. Schedule re-approvals every 18 to 24 months to ensure continued quality of course design.*			