PHD HUMAN SERVICES ANNUAL ASSESSMENT PLAN & FINDINGS
2023-2024 ACADEMIC YEAR

2023 – 2024 CURRICULUM MAP

	PLO 1 Design research related to human services theories and systems.	PLO 2 Critique incorporation of social justice matters in human services organizations.	PLO 3 Assess human services performance structures, capacity building, and talent development implementation strategies.	PLO 4 Evaluate concepts, skills, and policies and initiatives that are fundamental to ethical and legal practice in the human services settings.	PLO 5 Formulate strategies to navigate the complexities of human services systems based on best practices.	PLO 6 Apply systems thinking concepts to effectively implement and manage public health interventions as members of interdisciplinary teams.	PLO 7 Evaluate the impact of social and cultural diversity in the human services field.
HUM 7100 History & Systems of Human Services			I	I			I
HUM 8105 Applied Human Services Policy		I	R	R	I	I	R
RES 7115 Research Foundations I	R	R	R	R	R	R	R
HUM 7160 Organizational Operations & Human Services Administration		R	M	M	R	R	M
HUM 8115 Theories & Strategies of Community Development & Advocacy		R	R	R	R	M	M
RES 7400 Research Design & Methods - Quantitative	M						
RES 7410 Research Design & Methods - Qualitative	M						
ORG 8518 Professional & Business Ethics in Organizational Leadership		M	R	M	R	R	M
RES 7480 Evidence-Based Practice			R	R	M		
HUM 7175 Program Review & Evaluation	M	R	M	R	M	M	
RES 7110 Scholarly Argument II	R					R	
RES 7415 Advanced Statistics	M						

RES 7440 Advanced Study in Qualitative Research	**M**						
DOC 8770 Doctoral Capstone Seminar	**M**	**M**	**M**	**M**	**M**	**M**	
RES 8910 Dissertation Planning I	**M**	**M**	**M**	**M**	**M**	**M**	
RES 8912 Dissertation Planning II	**M**	**M**	**M**	**M**	**M**	**M**	
RES 8989-8992 Dissertation I-IV	**M**	**M**	**M**	**M**	**M**	**M**	

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

ANNUAL ASSESSMENT PLAN FINDINGS

PLO 1 - *Design research related to human services theories and systems.*

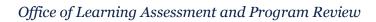| MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: RES7410 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

PLO 2 - *Critique incorporation of social justice matters in human services* organizations.					
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: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

PLO 3 - *Assess human services performance structures, capacity building, and talent development implementation* strategies.

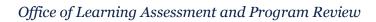| MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: RES 7105 Scholarly Argument I Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	47	55	85.5%	**EXCEEDS THE ACCEPTABLE TARGET**

| Direct Measure 2:
RES 8910 Dissertation Planning I | 80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished. | N/A | N/A | N/A | **INSUFFICIENT DATA** |

PLO 4 - *Evaluate concepts, skills, and policies and initiatives that* **are** *fundamental to ethical and legal practice in the human services* **settings.**

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: RES 7105 Scholarly Argument I Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	31	33	93.9%	**EXCEEDS THE ACCEPTABLE TARGET**

	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**
Direct Measure 2: RES 8910 Dissertation Planning I					

PLO 5 - *Formulate strategies to navigate the complexities of human services systems based on* best practices.

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: RES7480 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**
Direct Measure 2: RES 8910 Dissertation Planning I					

PLO 6 - *Apply systems thinking concepts to effectively implement and manage public* health *interventions as members of interdisciplinary* teams.					
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: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**
Direct Measure 2: HUM7160 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-	12	12	100.0%	**EXCEEDS THE ACCEPTABLE TARGET**

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:
	Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Direct Measure 3: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

PLO 7 - Evaluate the impact of social and cultural diversity in the *human services field.*

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: HUM7100 Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

Direct Measure 2: HUM8105 Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	8	9	88.9%	**EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 3: HUM7160 Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	**INSUFFICIENT DATA**

OVERALL RECOMMENDATIONS
Overall, it is recommended that the Program Chair for the PhD in Human Services review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2024-2025 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
All PLOs	Curriculum Map	Program Chair	Complete	December 2025
Action Details	Update curriculum map to align with current program.			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
All PLOs	Various HUM Courses	Program Chair and Assessment Specialist	In progress	June 2025
Action Details	Complete alignment of PhDHS PLOs to courses in Waypoint to ensure that there is more student performance data in the coming years.			