ASSESSMENT RETREAT

Leadership Council | Action Plan

Academic Year **2023-2024**

PROGRESS REPORT | REPORT OUT

Academic Year 2023-2024 Leadership Council - Assessment Retreat | Action Plan

Data Point	Fall 2023 Assessment Retreat	Spring 2024 Progress Report	Fall 2024 Assessment Retreat
	Action Plan:	**Progress Report:**	**Actions Completed:**

1
Student Learning Outcomes
 	
COURSE and CO-CURRICULAR
	• Monitor results for Undergraduate CORE (i.e., CC.02, 03 and 05) and Graduate CORE (i.e., CC.01, 02 and 04) Course Student Learning Outcomes.
	For AY 2022-2023
	   • All programs assessed Student Learning Outcomes in addition to Undergraduate and Graduate CORE Programs
	   • Undergraduate CORE has overall result of 87% students scored 3 or higher (which is above the benchmark of 80%)
	      • CC.02 – Critical Thinking (UGC.02) had 2 assessments that scored below the benchmark
	      • CC.03 – Technology (UGC.03) had 1 assessment that scored below the benchmark
	      • CC.05 – Diversity (UGC.05) had 4 assessments that scored below the benchmark
	   • Graduate CORE has overall result of 95% students scored 3 or higher (which is below the benchmark of 100%)
	      • CC.01 – Communication (GRAD.01 and GRAD.02) had 18 assessments that scored below the benchmark
	      • CC.02 – Critical Thinking (GRAD.03) had 1 assessment that scored below the benchmark
	      • CC.04 – Professionalism (GRAD.05) had 3 assessments that scored below the benchmark
	
	• Support the Undergraduate and Graduate CORE program and review opportunities to enhance options, when applicable. Review the Assessment Retreat Booklet for Academic Director dialogue to address the abovementioned scores. Note, Undergraduate CORE in discussion to begin review of current SLOs next academic year.
		In Progress:
		• Continued monitoring of Course SLOs in all programs; PTA updated outcomes and assignment associations, and other departments maintain trended data
		
		In Progress:
		• Continued review and update of UG and GRAD CORE course SLOs. Annual summer meeting will be held with VPAA, OIE, and select academic directors to discuss current strategies, compare current data, and plan for AY 2024-2025.
			MET:
			General Education reviewed and aligned rubrics, PTA SLOs are aligned with the new CAPTE 2024 standards, UGN updated assignments, no change needed Community Health, EdD updated, Graduate Nursing aligned SLOs with Program Outcomes, HCB no changes and will review next year, Psychology planned SLOs for new courses and mapped entire curriculum, RAD/MI updated to JRCERT new requirements,

	• For AY 2023/2024 - Review/revise **Co-Curricular Student Learning Outcomes opportunities** and scale up across all 6 College divisions.	**In Progress:** • Continue to trend current Co-Curricular SLOs while streamlining under new divisions. Goal is to develop new efforts for AY 2024-2025 surrounding financial literacy, student leadership, residential life, transition skills, academic success resources (e.g., tutoring, supplemental instruction, and supporting our students (SoS) sessions)	**In Progress**: Co-Curricular: IPE SLOs will continue, Writing Lab SLOs available, other departments will review	

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Teaching and Learning
	• Complete Classroom scheduling/Flexible Scheduling review and implement recommendations to support students.
	
	• Ruffalo Noel Levitz Spring 2023 data
	    • Areas for review and strategizing are select items under the following scales for the online environment **- Instructional Services and Academic Services**
	        • 3 - Instructional materials are appropriate for program content. (2023, 2021,2019)
	        • 4 - Faculty provide timely feedback about student progress. (2023, 2021, 2019)
	        • 20 - The quality of online instruction is excellent. (2023, 2021, 2019)
	        • 25 - Faculty are responsive to student needs. (2023, 2021)
	        • 7 - Program requirements are clear and reasonable. (2023, 2021)
	    • Areas for review and strategizing are select items under the following scale for the on-campus environment – **Instructional Effectiveness**
	        • 8 - The content of the courses within my major is valuable. (2023, 2021)
	        • 16 - The instruction in my major field is excellent.
		MET:
		Schedule review complete and implemented for summer 2024 in most classes and by fall 2024 in all programs.
		
		In Progress:
		All academic directors working with their departments.
			MET SP24
			
			NOT MET:
			Continue for next academic year and will review RNL 2025 results	

	(2023,2021) • 47 - Faculty provide timely feedback about student progress in a course. (2023, 2021) • 58 - The quality of instruction I receive in most of my classes is excellent. (2023, 2021, 2019) • Implement IDI assessment and training program and ensure co-curricular capabilities. • Implement a strategy for use of and parameters for Artificial Intelligence (AI) while supporting current college technologies (simulation, anatomage table, lightboard, 3D, etc.)	**MET:** IDI implementation underway **In Progress:** AI group being developed. Generative AI language will be added to all syllabi/courses starting in Fall 2024.	**MET SP 24** **In Progress**
3 **Recruitment,** **Enrollment,** **Retention,** **and Advising**	• Support CSF B1 development of a Strategic Enrollment Management Plan and the committees that support this initiative and coordinate, review and organize efforts with Recruitment Strategies Committee and Retention Strategies Committee	**In Progress:** CSF B1 for AY 24-25 will incorporate all higher education focused plans CSF B1 recommendations for combining Retention Strategies and Recruitment Strategies into the SEM committee were approved by Leadership Council effective Summer 2024. SEM Planning in progress.	**Ongoing**
	• Review current Collegis Contract/Support for Enrollment, Data Support, and Marketing and provide recommendations as needed.	**In Progress:** Collegis/Anthology integration has been completed in May 2024. Collegis has been contacting all inquiries and started applications for all programs Jan-May. All data fields and reports will need to be rewritten post-integration.	**MET:** CFO and internal stakeholders will meet with Collegis
	• Configuration and testing completed for Anthology Student Information System by January 2024 with a timeline developed for continued needs to support the Reach CRM, full SIS implementation, training for College employees and review of other integrations needed or also in progress	**MET and ongoing:** Approximately 15 outstanding Phase I items are being finalized. Phase II is ongoing/starting over the summer. *New* QI project	**MET SP24** HLC QI Project Proposal submitted
	• Implement the Scholarship Reform Project recommendations to serve more students and support recruitment and retention efforts.	**MET**	**MET SP24**

	• Support articulation agreements and CSF A1 partnership taskforce efforts both for urban and rural recruitment.	**In Progress:** Need to develop an outreach plan for AA and Partnerships	**MET & Ongoing: CCC and NECC complete**
4 Career Planning & Advancement	• Review capabilities of Live Alumni membership via CINC Foundation until 2024 • Employer survey return rate benchmarks met; review support from all employers; critical importance to support from primary employers, (e.g., NE Medicine, CHI, etc.)	**In Progress**: The College, via CINC Foundation has access to Live Alumni to leverage alumni connections. Alumni data has been updated in preparation for import into Anthology Raise in Summer 2024.	**Ongoing:** getting the data and working to get into the new system; connected to Linked In
	• Implement strategies from DBD consultation and wealth feasibility study recommendations	**MET:** Approved to continue through AY 24-25	**MET SP24**

	• Review Anthology service capabilities and further needs:
	    • Raise will replace Raiser's Edge, currently in early phase
	    • Anthology Student – Career Services
	    • Anthology – Occupation Insight
	    • Anthology – Succeed
		In progress:
		Phase II items starting this summer.
		New QI project
			MET
			HLC QI Project Proposal submitted

	• Ensure an infrastructure is in place to accurately share with all founding and community partners our key performance indicators specific to their organization (e.g., employees, dependents, spouses, programs enrolled, etc.)	**In progress:** *New* QI project	**NOT MET**
	• Review career center capabilities with Anthology - Occupation Insights and its integration with LinkedIn Learning	**In Progress:** • Training is currently underway for Anthology Occupation Insights dashboard customizations which is a tool that students, faculty, staff, and alumni can use for career support resources. • Anthology Occupation Insights - Course Skills Mapping Project underway with HCB, PTA, and Graduate Nursing departments to be completed SU 2024 and launch to other departments in FA2024.	**In Progress**

	• Continue to share and support student employment with partners and other stakeholders (e.g., communication, website, advising, etc.). • Create strategies to support professionalism, critical thinking skills, and other general human abilities.	**NOT MET:** • Discussion held in Spring 2024 between Clarkson College and Nebraska Medicine regarding working together to identify students and alumni that work at NM and how to improve the sharing of data points and improving response rates on Employer Survey. • HLC resources on citizenship, continued strategies needed	**In Progress;** Invite NE Medicine rep one day a week and the benefits (HC), etc.
	• Implement strategies of workforce development taskforces with NHA and NE Medicine in conjunction with the Division of Community Programming and Innovation to promote healthcare professional continuing education and entry-level programming and services.	**MET and ongoing:** Clinical Nursing Certificate, Shared Clinical Model funding, simulation funding, etc.	**MET SP24 Continuing**

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Student Satisfaction, Student Success & Student Outcomes (Key Performance Indicators)
	• <u>Ruffalo Noel Levitz Spring 2023 data</u>
	   • 78% Respondents – Clarkson College 1st Choice
	   • Top 3 factors to enroll at the College for <u>on-campus respondents</u> – Academic reputation, financial aid and cost; for <u>online respondents</u> – flexible pacing for completing a program, convenience and reputation of the institution/work schedule
	   • Bottom Line Indicators –
	      • **So far, how has your college experience met your expectations?**
	      On campus 82%/online 88% favorable response
	      • **Rate your overall satisfaction with your experience here thus far?**
	      On campus 78%/online 84% favorable response
	      • **Would you enroll here again?**
	      On campus 78%/online 83% favorable response
	   • Clarkson College showed strengths on select items in comparison to National 4-Year Private competitors for <u>on-campus respondents</u> on the following scales – Academic Advising, Campus Climate, Concern for the Individual,
		MET:
		Data has been shared with academic directors in their customized Microsoft Departments will report out in fall 2024.
			Report Outs annually

	Registration Effectiveness, Campus Support Services and Instructional Effectiveness and showed strengths on select items in comparison to National Online Learners competitors for <u>online respondents</u> on the following scales – Student Services, Enrollment Services • Student respondents responded favorably to the easy navigation of the website, class size facilitating learning and LMS technology meets their needs. • Areas for review and strategizing are select items under the following scales for the <u>online environment</u> - Instructional Services, Academic Services and Institutional Perception; and for <u>on-campus environment</u> – Instructional Effectiveness, Concern for the Individual, Campus Security and Campus Climate		
	• Review board pass rates and employment rate benchmarks (determine if these should be kept department-dependent for specialized accreditors); review the process of calculation or differentiate between boards and licensing exams	**MET:** • College and Program Outcomes Website Updates including definition of terms, data accuracy, and standard data reporting procedures were completed in March/April 2024. • Further modifications will be made to the College Outcomes page will take place Summer/Fall 2024.	**MET SP24** Outcomes to public website made
7 Workplace Culture	• Develop strategies to support areas for improvement per results of the *Great Colleges to Work For Survey.* Recognized on the Honor Roll for Compensation & Benefits, Faculty Experience, Faculty & Staff Well-Being, Professional Development, and Shared Governance. Categories not recognized in Confidence in Senior Leadership, Diversity, Inclusion & Belonging, Job Satisfaction & Support, Mission & Pride, and Supervisor Effectiveness.	**In Progress:** LC will compare data in Fall 2024 and discuss next steps during Fall 2024 assessment retreat.	**Reviewed:** Focus will be on performance management and communication
	• Implement Emerging Leaders and Mentorship programs • Implement Career Paths for Staff positions • Support CSF C1 work for College Wellness • Leadership Council development programming • Generational Professionalism • Human Resource Annual Processes Reviewed and Implemented	**MET:** **In Progress:** **MET:** **Met and ongoing:** **Not MET:** **MET and ongoing:**	**MET SP24** **In Progress** **MET SP24** **Ongoing** **NOT MET** **MET SP24**

	according to consistent planning (e.g. benefits, performance appraisals, communication structures, hiring, orientation, etc.) • Market Analysis 2024 • MindVue assessment; Burnout Strategies • Implement Pulse Survey • Implement IDI assessment and training program	**MET:** In place March 2024 **MET and ongoing:** **Not MET:** Hold until AY 2024-2025 **MET:**	**MET SP24** **Ongoing** **NOT MET** **MET SP24**
8 **Programmatic and Department Review and Strategic Planning**	• Review Student Success Skills/ definitions	**In Progress:** Discussion on the College Mission, Vision, Values, and Student Success Skills occurred at the annual Strategic Planning Day in January 2024. Future discussions to be held on Student Success Skills relevancy/timeliness to the College.	**Review AY 24-25**
	• Review Assessment Planning process and calendar coordination of AAPRO/DARO and Strategic Planning cycle	**In Progress:** Annual report cycle updated. Strategic Planning cycle will be further discussed in fall 2024.	**Reviewed and will Keep Two Phases (Oct and Dec)**
	• Investigate planning and reporting platform support (e.g., Watermark Planning and Self-Study or Anthology solution)	**NOT MET:** Due to numerous software changes self-study product search has been put on hold	**NOT MET**
∞	Continuous Improvement Process is always ongoing. • Continued maintenance of Data Quality, Integrity, and Accuracy	**In Progress:** • Dr. Miller in conjunction with Data Governance Group continuous monitoring of institutional data	**Ongoing in all areas.**
	• Quality Initiative Proposal (Years 5-7; 2024-2025; will run project Fall 2024 through Fall 2026)	• Quality Initiative Proposal Project shared at the Community Meeting on 05-23-2024.	**QI proposal submitted November 1, 2024**
	• Quality Initiative Report (Years 7-9; 2025-2027; will submit Summer 2027) • Comprehensive Evaluation for Reaffirmation (Year 10 | 2028-2029)		

• Institutional and Programmatic Accreditation Standards and Compliance • External Reporting Compliance • Continued Clarification on Roles, Responsibilities, and Accountability	• Drs. Himmelberg and Miller will work to respond to a survey for the HLC Multi-Phase project on Student Success and then meet with contributing parties. • Ms. Hansen will be working with Dr. Nebel and others to update and correct errors in IPEDS data and input CIC data. • The Consumer Information and Disclosure List (Federal Compliance) review is due for completion May 23, 2024. Responsible Parties aware of their responsibilities and are accountable for maintaining compliance by the October 1 annual deadline. Thank you to Erin Solheim for all her support with this project.

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Report Out 11-07-2024 (LC – AR Fall)