

Entry-Level Assessment

Three methods are used for entry-level assessment at Oklahoma State University (OSU): the ACT, a locally-developed predictive statistical model called Entry Level Placement Analysis (ELPA), and COMPASS, the ACT Computer Adaptive Placement and Support System placement tests. The first stage of entry-level assessment is the ACT subject area test scores; an ACT subscore of 19 or above (or SAT equivalent) automatically qualifies a student for college-level coursework in that subject area. The ACT Reading subscore is used to indicate readiness for courses in reading-intensive introductory courses in Sociology, Political Science, Psychology, History, Economics, and Philosophy. The second stage of entry-level assessment is ELPA; it is a multiple regression model that uses high school grades, high school class rank and size, and ACT scores to predict student grades in entry-level courses. Students scoring below a 19 on the ACT subject area test *and* with predicted grades from ELPA of less than “C” in a particular subject area are recommended for remedial coursework. All first-time OSU students are assessed using the ACT and ELPA prior to enrollment. The third level of assessment is the COMPASS placement tests; students who are not cleared for enrollment in college level courses via their ACT scores or ELPA results may waive a remedial course requirement by passing a COMPASS test. Students who are missing ACT information or high school grade information needed for ELPA may also take the COMPASS placement test to waive a remedial course requirement.

In 2005-06, entry-level assessment was conducted for all admitted and enrolled new freshmen and new transfer students with fewer than 24 credit hours (n=4,072). After all stages of entry-level assessment were completed, 394 new students (9.6 % of the total number enrolled) were recommended to take at least one remedial course. Of these, 41 (1.0 %) were recommended to enroll in remedial English; 320 (7.9 %) needed remedial math; 109 (2.7 %) needed remedial science, and 40 (1.0 %) were recommended to enroll in a course focused on reading and study skills (note: some students are required to take remedial courses in more than one subject area).

Additional entry-level assessments used at OSU include the Cooperative Institutional Research Program (CIRP) Freshman Survey and the Noel-Levitz College Student Inventory. The CIRP Freshman Survey is a university-wide survey that is conducted in alternate years and provides information about characteristics of entering freshmen. The CIRP was most recently conducted in Fall 2004. The College Student Inventory by Noel-Levitz, Inc., is a retention-management tool that may be used to identify potential problem areas for new students and is used each year in the College of Human Environmental Sciences.

General Education Assessment

OSU's assessment program uses three tools to evaluate student achievement of the expected learning outcomes for general education and the effectiveness of the general education curriculum: (1) institutional portfolios, (2) university-wide surveys, and (3) a general education course content database. Each of these three methods is aimed at evaluating expected student learning outcomes that are articulated in the *OSU General Education Courses Area Designations - Criteria and Goals* document (Appendix B). Revisions to this document were approved in 2004, to facilitate more effective assessment of student learning goals. General education assessment is also guided by the university's mission statement and the purpose of general education as articulated in the OSU catalog.

Institutional Portfolios directly assess student achievement of the primary learner goals for general education. Separate portfolios are developed to evaluate each general education learner goal, and each portfolio includes students' work from course assignments collected throughout

the undergraduate curriculum. Faculty members (including assessment committee members and additional faculty members involved in undergraduate teaching) work in groups to evaluate the work in each portfolio and assess student achievement of the learner goal by using standardized scoring rubrics. The results provide a measure of the extent to which students are achieving OSU's expected general education competencies.

In 2005-06, institutional portfolios were used to evaluate students' written communication skills and critical thinking skills, and a process was developed to evaluate students' knowledge, skills and attitudes about diversity. The writing skills and critical thinking skills portfolios include student work from OSU students from all classes (freshmen through seniors) and disciplines. Each 'artifact' of student work in the institutional portfolios is evaluated by a team of faculty reviewers and scored using a 5-point rubric, where a score of 5 represents excellent work. The results of the writing assessment indicate that 69% of students received a score of 3 or higher. Portfolio results show that seniors demonstrate significantly better writing skills than freshmen. The results of the critical thinking skills assessment indicate that 70% of students received a score of 3 or higher. A scoring rubric for the assessment of students' knowledge, skills and attitudes about diversity was developed this year, and an institutional portfolio of student work to assess achievement of this learning goal will be developed in 2007. Complete information about all general education assessment is provided in Appendix A.

University-wide surveys such as the National Survey of Student Engagement (NSSE) and OSU Alumni Surveys indirectly assess student achievement of general education learner goals and are used to corroborate evidence collected from the institutional portfolio process. For example, the General Education Advisory Council (GEAC) used results from the National Survey of Student Engagement (conducted in 2000 and 2002), in conjunction with institutional portfolio results, to assess the general education program. After review of assessment results, GEAC implemented new standards in 2004 to increase opportunities for students to develop written communication skills in general education courses.

NSSE results are intended to provide an estimate of how undergraduates spend their time and what they gain from attending college. The survey items represent empirically confirmed "good practices" in undergraduate education. That is, they reflect behaviors by students and institutions that are associated with desired outcomes of college. In February 2005, a random sample of 4,341 OSU freshmen and seniors were invited to participate in the NSSE, and 1,639 students completed the survey (38% response rate). NSSE provides comparisons of responses from OSU, 13 selected peer institutions, and 52 other doctoral / research-extensive institutions. OSU respondents included 797 first year students and 842 seniors. NSSE provides benchmark scores that focus on five clusters of activities that research studies show are linked to desired college outcomes. They are: level of academic challenge, active and collaborative learning, student-faculty interactions, enriching educational experiences, and supportive campus environment. OSU's "Student-Faculty Interactions" benchmark score for first-year students is significantly higher than scores of both comparison groups - Selected Peers and Doctoral Extensive institutions. Two of OSU's benchmark scores, "Supportive Campus Environment" and "Active and Collaborative Learning," are significantly higher for seniors than those of Doctoral Extensive institutions. OSU's "Level of Academic Challenge" benchmark scores for both freshmen and seniors are significantly lower than the scores of Doctoral Extensive institutions. OSU's "Enriching Educational Experiences" benchmark scores for both groups of students are significantly lower than scores of the two comparison groups - Selected Peers and Doctoral Extensive institutions. See Appendix C for a more complete summary of results of this survey; a full report of survey results is available on our website at www.uat.okstate.edu.

The web-based General Education Course Database is used to evaluate how well each general education course is aligned with the expected learning outcomes for the general education program. Instructors are asked to submit their course information online via a web-based form, and the General Education Advisory Council reviews the submitted information during regular course reviews. Instructors identify which general education learning goals are associated with the course and describe course activities that provide students with opportunities to achieve those learning goals. The database provides a tool for summarizing general education course offerings and evaluating the extent to which the overall general education goals are met across the curriculum.

OSU's general education assessment methods are aimed at holistically evaluating student achievement of general education outcomes and critically evaluating the curriculum itself by evaluating how each course incorporates general education learner goals. Institutional portfolios and university-wide surveys are implemented such that student participants are anonymous; therefore, these methods do not permit tracking individual students into future semesters. Information from general education assessment is presented annually to the General Education Advisory Council, Assessment Council, Instruction Council, and Faculty Council. The process has generated attention to student learning, general education outcomes, and how individual general education courses provide opportunities for students to develop general education knowledge and skills. Five years after implementation, these assessments are yielding interesting results and influencing change at several institutional levels.

Program Outcomes Assessment

All OSU degree programs, including undergraduate and graduate programs, must have an outcomes assessment plan and must submit an annual assessment report describing assessment activity. Assessment plans and reports may be submitted by colleges, schools, departments, or by individual degree programs, depending on the organizational level that faculty from these programs have elected to use for assessment. The Assessment Council periodically reviews all assessment plans and reports; the schedule for these reviews supports the Academic Program Review (APR) process. Since documentation of the use of assessment results for program development is requested for the APR process, the Assessment Council reviews and provides feedback on outcomes assessment one year in advance of each program's participation in Academic Program Review. In January 2006, programs that will participate in APR in Spring 2007 were provided with feedback about their program learning outcomes assessment, based on reviews conducted by the Assessment Council.

Academic units use a broad range of methods to assess student achievement of the learning outcomes articulated in assessment plans, and these are described in detail in the individual assessment reports submitted by each unit. The most commonly used program outcomes assessment methods reported in 2005-06 were:

- Capstone course projects, papers, presentations evaluated by faculty or by outside reviewers
- Senior-level projects & presentations
- Course-embedded assessments & classroom assessment techniques
- Exams – local comprehensive exams, local entry-to-program exams
- Exams – standardized national exams, certification or licensure exams
- Exit interviews
- Internships – evaluations from supervisors, faculty members, student participants
- Portfolios – reviewed internally or externally
- Projects, portfolios, exhibits, or performances – evaluated by professional jurors or evaluators
- Surveys – alumni
- Surveys – employers / recruiters
- Surveys – students, esp. seniors
- Surveys – faculty
- Enrollment data, student academic performance on selected assignments, student participation in extracurricular activities related to the discipline, degree completion rates, time-to-degree completion
- Alumni employment tracking

Graduate programs reported the following *additional* outcomes assessment methods:

- Qualifying exams
- Theses / dissertations / creative component papers, projects, presentations, and defenses
- Comprehensive exams
- Research activity / publications / professional presentations / professional activity

In addition to these outcomes assessment methods, the Office of University Assessment and Testing provides program-specific results of alumni and student surveys to academic programs so that faculty may use this information for program outcomes assessment.

In keeping with the guidelines of the Higher Learning Commission of the North Central Association and the policy of the OSU Assessment Council, faculty are encouraged to develop effective program outcomes assessment methods that will provide meaningful information for program development. The Assessment Council reviews of outcomes assessment programs show that many degree programs are satisfactorily implementing their assessment plans and using assessment results for program development and improvement. Academic units are encouraged, but not required, to use assessment methods that may provide comparison of student performance with statewide or national norms. Programs that use such assessments report their findings in their individual annual outcomes assessment reports (Appendix E).

The number of individuals who participate in each outcomes assessment method within each academic unit is shown in Table 12.1. Methods are described in greater detail in the individual assessment reports submitted by each academic unit (Appendix E). Academic units are required to report the number of individuals assessed in each assessment method. Because the same students are assessed by multiple methods, the reporting process does not provide an accurate count of the total number of students that participated in outcomes assessment. Outcomes assessment reports demonstrate that academic programs use multiple assessment methods and a majority of students within each program participate in outcomes assessment measures. The total number of individuals who participated in all assessment methods includes multiple counts of the same students - because students participate in multiple methods - and may include non-students. For example, the 'number of individuals assessed' in an alumni or employer survey would include numbers of alumni or employers, respectively, rather than current students.

Uses of assessment results are unique to each program but can be generally categorized as sharing assessment information with faculty members, developing curriculum changes in response to assessment findings, and using assessment results to justify curriculum changes that have recently been implemented. The most commonly cited uses of assessment results in 2005-06 were:

- Changes in course content
- Addition / deletion of courses
- Justification of past curriculum changes and to show program improvement resulting from those changes
- Refinement of the assessment methods or to implement new assessment methods
- Changes in course sequences
- Changes in advising processes
- Facilitate curriculum discussions at faculty meetings, curriculum committee meetings, and faculty retreats
- Changes to student facilities such as computer labs and science labs

Student and Alumni Satisfaction Assessment

Student and alumni surveys are conducted to evaluate student and alumni perceptions of academic and campus programs and services, and the results are used in developing and improving those programs and services. The surveys complement program outcomes assessment because they are designed to provide feedback from students and alumni for use in continuous quality improvement in academic and student programs.

Alumni surveys are conducted every year at OSU; undergraduate program alumni and graduate program alumni are surveyed in alternate years. The surveys are intended to identify institutional strengths and areas for improvement as perceived by recent graduates; to track the careers and continuing education of recent OSU graduates; and to evaluate achievement of learning outcomes as perceived by alumni from individual academic programs. The alumni surveys target alumni who are 1- and 5-years post-graduation. The surveys are conducted as telephone interviews, and the questionnaire covers employment, continued education, and general satisfaction. Also, individual academic programs may include program-specific questions in the questionnaire for their program alumni; these data are used in program outcomes assessment as well as assessing alumni satisfaction. Alumni surveys have become a cornerstone of assessment at the university-, college- and program- level by providing regular feedback from OSU graduates about their perceptions of their educational experiences at OSU and the impact of those experiences on career and personal development.

The 2006 OSU Survey of Alumni of Undergraduate Programs was conducted to provide data to gauge perceptions of various aspects of the undergraduate programs and services and to identify areas where improvements may be needed. The target population for this survey was alumni of undergraduate programs who completed their degrees in calendar years 2000 and 2004. The total of alumni in the target population was 6,440. The survey was administered as a telephone interview. The OSU Bureau for Social Research conducted the survey interviews in January, February and March of 2006 and coordinated data collection. The Office of University Assessment and Testing analyzed and summarized data and prepared the reports. A total of 2,628 surveys were completed by alumni of undergraduate programs, resulting in a 40.8% response rate. The group of respondents included 1,009 alumni who graduated in 2000 and 1,619 alumni who graduated in 2004.

Results of selected survey items indicate that 97% of alumni are very satisfied / satisfied with their overall educational experience at OSU; 93% of alumni are very satisfied / satisfied with the

quality of instruction in their major; and, 72% of alumni are very satisfied / satisfied with academic advising at OSU.

Approximately 86% of alumni reported that they are employed. Most alumni reported working for large corporations (37%) or small corporations or businesses (24%). 21% are employed by educational institutions, and 8.4% are employed by government agencies. Alumni most frequently reported that their annual salary was in the range of \$25,000 - \$34,999 per year (24%). The median salary for recent (2004) OSU graduates ranged from \$35,000 to \$44,999/year. More than 94% of employed alumni reported that their OSU education had prepared them very well or adequately for their current positions.

Graduate Student Assessment

Student outcomes assessment in graduate programs is part of Program Outcomes Assessment and is reported in that section of this report. In addition, the Office of University Assessment and Testing conducts a Graduate Student Satisfaction Survey every third year, and the Survey of Alumni of Graduate Programs in alternate years. These university-wide assessments provide university- and program-level assessment information about graduate students. The Graduate Student Satisfaction Survey (GSSS) was most recently conducted in Fall 2004 (see 2004-05 report for details).

The Graduate Program Alumni Survey was most recently conducted in January 2005 and will be conducted again in January 2007.