

Data Exhibit 7—Inventory of Educational Effectiveness Indicators (rev 12/22/08)

CATEGORY	College/ School	Have formal Learning outcomes been developed?	Where are these learning outcomes published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
At the institutional level:							
		In progress					
For general education if an undergraduate institution:							
The Arts and Creative Expression	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a
English Writing Skills	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a
Communication Skills	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a

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Global Studies	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a
The Individual and Society	CLASS/SBPA	Yes	2008-2009 Catalog (pg 43)	Course BA110: Nationally standardized Economic Literacy exam given as Pre- and Post-tests, Current events analysis	Course BA110: SBPA Assurance of Learning Committee; University Assessment Committee	Course BA110: To determine teaching and learning effectiveness and identify areas for improvement;	N/A
Math Skills	CNAS	Yes	2008-2009 Catalog (pg 41)				
Modern Languages	CLASS	No		No Graduates. Standardized Tests for G.E. Courses – 2 semester G.E. requirement.	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	N/A
Personal Development	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a

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Search for Meaning	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a
The Sciences	CNAS	In progress	In progress: 2008-2009 Catalog (GenEd 44) specifies: <i>"Students also learn how to critically interpret quantitative data in mathematics courses."</i> section, pg , syllabi	In progress: Direct measure of Assessment Plan to assess one learning objective in the biology and chemistry support courses for the Nursing Program and the physics support course for CNAS majors;			
Regional Studies	CLASS	No		No graduates; SLO Assessment of one learning objective	Faculty of GERC, College AAC	To develop the teaching learning outcomes; to guide equipment and faculty acquisition plans and budget development for faculty expansion or other adjustments	n/a

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Statistics /Computer Skills	CNAS/SBPA	Yes	2008-2009 Catalog (pg 43)	Course BA130: Pre-test vs. several skill tests given throughout the term	Course BA130: SBPA Assurance of Learning Committee; University Assessment Committee	Course BA130: To determine teaching and learning effectiveness and identify areas for improvement;	N/A
List each undergraduate degree program:							
Accounting (BBAA)	SBPA	Yes	2008-2009 Catalog (pg.81,83); Web site, Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; Certified Public Accountant licensure examination; Pre- and Post-test; One-minute paper	SBPA Assurance of Learning Committee	To determine teaching and learning effectiveness and identify areas for improvement; to make needed changes in curriculum and course offerings	N/A
Tropical Agriculture (BS)	CNAS	Yes	2008-2009 Catalog, (pg 65), syllabi, Program Review;	In progress: Entry into graduate program, future career success. In progress: Direct measure of Assessment Plan to assess one learning objective in the Sciences GE and in the AG Degree Program;			2003 (for years 1994-2000)

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Anthropology (BA)	CLASS	Yes	2008-2009 Catalog (pg. 52); Syllabi, Course outline forms*; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success; Capstone proposed in 2004 Program Review. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To determine teaching-learning effectiveness to improve the program.	2004 (for years 1996-2004)
Biology (BA)	CNAS	Yes	2008-2009 Catalog (pg 68), NIH RISE Program Review Report;	40-50% went on to grad, med, dental, vet med programs. Lately, most have taken jobs, many in research positions (NIH & private firms, such as Raytheon). The ability to get a job & success in technical, research positions also is a measure of program success. In progress: Direct measure of Assessment Plan to assess one learning objective in the Sciences GE, in the Biology Degree Program and in the support courses for the Nursing Program;			2005 (for years 1999-2005)

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Business Administration (BBA) Concentrations:	SBPA		2008-2009 UOG Catalog (pg. 81), all BBA Course Outlines and Syllabi	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; Concentration capstone courses; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations; International Business Simulation Competition, Global Awareness Profile test, Student's feedback on course materials and teaching method; Student-faculty co-authored peer-reviewed journal publication; Pre- and Post-tests, Internet Review, HR Handbook development and presentation; IR Presentation and evaluation/assessment tool; One-minute paper, current events analysis	SBPA Assurance of Learning Committee; The BBA Program faculty and the BBA international accrediting body: IACBE	To determine teaching and learning effectiveness and identify areas for improvement; to make needed changes in curriculum and course offerings	2008

CATEGORY	College/ School	Have formal Learning outcomes been developed?	Where are these learning outcomes published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
A. Finance & Economics	SBPA	Yes	2008-2009 Catalog (pg 81, 82, 84); Web site, Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations; Student's feedback on course materials and teaching method; Student-faculty co-authored peer-reviewed journal publication	The Concentration and BBA Program faculty and the BBA international accrediting body: IACBE	Same as above.	N/A

CATEGORY	College/ School	Have formal Learning outcomes been developed?	Where are these learning outcomes published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
B. Human Resources Management	SBPA	Yes	2008-2009 Catalog (pg 81, 82, 84); Web site, Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations; Pre- and Post-tests, Internet Review, HR Handbook development and presentation; IR Presentation and evaluation/assessment tool	The Concentration and BBA Program faculty and the BBA international accrediting body: IACBE	Same as above.	N/A
C. International Tourism & Hospitality Management	SBPA	Yes	2008-2009 Catalog (pg 81, 82, 84); Web site, Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations	The Concentration and BBA Program faculty and the BBA international accrediting body: IACBE	Same as above.	N/A

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D. Marketing	SBPA	Yes	2008-2009 Catalog (pg81, 82, 84) Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); BA463 Marketing Management (capstone course); future career success; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations	The Concentration and BBA Program faculty and the BBA international accrediting body: IACBE	Same as above.	N/A
E. Custom-Designed	SBPA	Yes	2008-2009 Catalog (pg 81, 82, 84); Web site, Syllabi, Course outline forms*	Entry into graduate school; BA480 Business and Policy (capstone course); future career success; nationally standardized Comprehensive Business Examination; Student Internships; Student Conference Productions and Presentations; Applied Projects for local and national organizations; Global Awareness Profile test	The Concentration and BBA Program faculty and the BBA international accrediting body: IACBE	Same as above.	N/A
a. International Business	SBPA						
b. Technology and e-commerce	SBPA						

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Chemistry (BA)	CNAS	Yes	2008-2008 Catalog (pg 69), Published in various course outlines for chemistry courses: CH 102-103, 310a-b, 311, 312, 330, 410, 420, 450a-b, 451. Available at the library and natural Sciences Unit Office.	Standard ACS final exams and capstone courses, final exams (Physical Chemistry, Instructional Analysis, organic chemistry course). In progress: Entry into graduate program, future career success. In progress: Direct measure of Assessment Plan to assess one learning objective in the Sciences GE and, in the Chemistry Degree Program;			2004 (for years -2000)
Communication (BA)	CLASS	Yes	2008-2009 Catalog (pg 52), Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success; Mass Media, Journalism; CO491Capstone course. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching and learning effectiveness to make improvements.	2004 (for years 1996-2001)

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Computer Science/Computer Information System (BA)	CNAS	Yes	2008-2009 Catalog (pg 71), syllabi , Program Review ;	Alumni survey; Guam Business Survey; In progress: Entry into graduate program, future career success. In progress: Direct measure of Assessment Plan to assess one learning objective in the Essential Skills GE (Statistics/Computer Skills) & in the CS/CIS Degree Program;			2008 (for years 1997-2003)
Consumer & Family Sciences (BA)	CNAS	Yes	2008-2009 Catalog (pg 72);	Cap-stone experience – two courses. One course is a project that not only integrates knowledge from previous courses, but also requires students to work together as a team to develop better communication skills and to enhance writing and presentation skills. The other course requires a portfolio of their internship that includes planned activities, work schedule, self-evaluation and sponsor evaluation.			2002 (for years 1993-2000)

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				In progress: Direct measure of Assessment Plan to assess one learning objective in the Sciences GE & in the CSF Degree Program;			
Criminal Justice (BS)	SBPA	Yes	2008-2009 Catalog (pg 86) Syllabi, Course outline forms*	Entry into law school; entry into graduate school; entry into military officer candidate schools; entry into U.S. State Department and United Nations law enforcement security positions.	SBPA Assurance of Learning Committee; PALS program faculty	Same as above	2008
East Asian Studies (BA)	CLASS	Yes	Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2005 (for years 1999-2004)
Education - Early Childhood/Elementary (BAE)	SOE	Yes	2008-2009 Catalog (pg 92), Syllabi, Course outline; 5 Year Academic Master Plan	Entry into SOE; ED492 Exit course; Portfolio for ECE courses; Teacher Certification/Praxis			2007-NCATE
Education - Elementary (BAE)	SOE	Yes	2008-2009 Catalog (pg 92) Course syllabi; SOE Conceptual Framework pamphlets; NCATE Reports	Multiple Assessment measures, portfolio review, student teaching/Internship			2007-NCATE

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Education - Elementary Ed with Chamorro Language & Culture Teaching Specialty (BAE)	SOE	Yes	2008-2009 Catalog (pg 92) course syllabi	Student teaching/Internship; portfolio review			2007-NCATE
Education - Second Language/Elementary (BAE)	SOE	Yes	2008-2009 Catalog (pg 92) course syllabi, NCATE Report	Student teaching/Internship			2007-NCATE
Education - Secondary Education (BAE)	SOE	Yes	2008-2009 Catalog (pg 92) course syllabi; course outlines, SOE Conceptual Framework pamphlets; NCATE Reports	Student teaching/internship evaluations by classroom & university supervisors, entry & mid-point assessments, follow-up survey of graduates			2007-NCATE
Education - Special Education (BAE)	SOE	Yes	2008-2009 Catalog (pg 92), NCATE Program Review (2002), Course syllabi, course outlines	Entry into graduate program, portfolio review, student teaching/Internship			2007-NCATE

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English (BA)	CLASS	Yes	2008-2009 Catalog (pg 54), Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2006 (for years 1999-2004)
English/ Secondary Ed (BA)	CLASS	Yes	Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success as a teacher; Student Teaching Capstone Experience; Teacher Certification. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2006 (for years 1999-2004)
Fine Arts (BA)	CLASS	Yes	2008-2009 Catalog (pg 55), Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success; Student Exhibit; Portfolio review. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2003 (for years 1998-2002)
Health Sciences (BA)	SNHS	Yes	2008-2009 Catalog (pg 101)				

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History (BA)	CLASS	Yes	2008-2009 Catalog (pg 57); Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2002 (for years 1995-2002)
Interdisciplinary Arts & Sciences (BA)	CLASS	Yes	2008-2009 Catalog (pg 58)	Gateway and Capstone Courses (6 credit hours): IAS 101: Gateway to Interdisciplinary Arts & Sciences IAS 497: IAS Capstone Course Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	
Japanese Studies (BA)	CLASS	Yes	2008-2009 Catalog (pg 59), Syllabi, Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	None

CATEGORY	College/ School	Have formal Learning outcomes been developed?	Where are these learning outcomes published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
Mathematics (BA)	CNAS	Yes	2008-2009 Catalog (pg 74), syllabi , Program Review ;	In progress: Entry into graduate program, future career success, MA421/MA422 as capstone course In progress: Direct measure of Assessment Plan to assess one learning objective in the Mathematics Developmental Program, in for GE in the Essential Skills GE (Mathematics Skills) & in the Mathematics Degree Program;			December, 1997
Nursing (A D N)	SNHS	Yes	2008-2009 Catalog (pg 100)				
Nursing (BSN)	SNHS	Yes	2008-2009 Catalog (pg 100)				2002
Philosophy (BA)	CLASS	Yes	2008-2009 Catalog (pg 60); Course outline forms; Program Review; 5 year Academic Master Plan	Entry into graduate program; Future career success; PI481 Capstone course. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	1999 (for years 1994-1999)

CATEGORY	College/ School	Have formal Learning outcomes been developed?	Where are these learning outcomes published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
Political Science (BA)	CLASS	Yes	2008-2009 Catalog (pg 60); Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success. Learning or proficiency demonstrated in course-level assessment studies.	Faculty; Dean data reviewed at AAC and in program review.	To evaluate teaching & learning effectiveness to improve program.	2007 for years (1999-2004)
Psychology (BA)	CLASS	Yes	2008-2009 Catalog (pg 60); Course outline forms; Self-Study; 5 year Academic Master Plan	Entry into graduate program; Future career success; Senior Thesis. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2005 (for years 1999-2003)
Public Administration (BS)	SBPA	Yes	2008-2009 Catalog (pg 87) Syllabi, Course outline forms*	Entry into law school; entry into graduate school; entry into federal, state, territorial, commonwealth, municipal civil service systems; entry into U.S. state department and United Nations civil service systems; entry into military officer candidate schools; entry into federal and local law enforcement agencies and intelligence services of the United States (CIA, FBI, DEA, Secret Service, etc.), Student-faculty co-authored peer-reviewed journal publication	SBPA Assurance of Learning Committee; PALS Program faculty	Same as above	2007

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Social Work (BSW)	CNAS	Yes	2008-2009 Catalog (pg 77); Course Syllabi, Self-Study for Council on Social Work Education	Knowledge, skill, and value indicator assessment projects embedded in courses and field instruction, exit surveys of graduating students, focus groups of graduates, employer surveys, graduation rate of program graduates in graduate programs.			2001
Sociology (BA)	CLASS	Yes	2008-2009 Catalog (pg 61); Syllabi, Course outline forms;	SO420 & 498 capstone. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	
List each minor (no major) program:							
Health Services Administration	SBPA	Yes	Syllabi, Course outline forms*	Future career success in health care industry			
Geography	CLASS	Yes	2008-2009 Catalog (pg 57) Course outline forms; Self-Study; 5 year Academic Master Plan	Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	n/a
Japanese Language	CLASS	Yes	2008-2009 Catalog (pg 59); Course outline forms; Self-Study; 5 year Academic Master Plan	No Graduates. Career success and entry into graduate program. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	N/A

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Library Science	RFK	Yes	2008-2009 Catalog (pg 103)				
Paralegal Studies	SBPA	Yes	Syllabi, Course outline forms*	Future career success			2003?
Pre-Law Curriculum	SBPA	Yes	Syllabi, Course outline forms*				
Women & Gender Studies	CLASS	Yes	Course outline forms; Self-Study 2008-2009 Catalog (pg 62)	No Graduates. Career success and entry into graduate program. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	N/A
List each graduate degree program:							
Art (MA)	CLASS	Yes	Course outlines; Syllabi; Graduate Bulletin (pg 33); 5 year Academic Master Plan	Acceptance to Further Graduate Study; Student Awards; Student exhibition. Learning or proficiency demonstrated in course-level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	None
Biology (MS)	CNAS						
Business Admin (PMBA)	SBPA	Yes	2008-2009 Graduate Bulletin (pg 44), Syllabi, Course outline forms*	Capstone course, success in current or future employment, Student's feedback on course materials and teaching method	PMBA program faculty	Same as above	2008

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Clinical Psychology	CLASS	Yes	Course outlines; 2008-2009 Bulletin (pg 63)	Acceptance to Further Graduate Study; Student Awards; Thesis. Learning or proficiency demonstrated in course level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	not yet. First due in Fall 2013
Counseling (MA)	SOE	Yes	Graduate bulletin (pg); syllabi, course outlines on file in SOE; SOE Academic Master Plan	Thesis, special projects, comprehensive exams, practicum and internships, program review			2007-NCATE
Masters of Education (MEd)	SOE						2007-NCATE
A. Language & Literacy	SOE	Yes	Graduate Bulletin (pg), Course syllabi; NCATE Program Review, SOE Conceptual Framework	Capstone course, entry; mid-point and exit assessments, portfolio review, comprehensive written examination, thesis or special project			2007-NCATE
B. Secondary Education	SOE	Yes	Graduate Bulletin (pg), course syllabi, course outlines	Thesis or special projects, comprehensive written examination, follow-up surveys of graduates			2007-NCATE
C. Special Education	SOE	Yes	Graduate Bulletin (pg), course syllabi	Portfolios; thesis or special project (major paper); comprehensive examination			2007-NCATE

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D. TESOL	SOE	Yes	Graduate bulletin (pg); syllabi, course outlines, self-study, 5-year Academic Master Plan	Thesis or special project (Option A), comprehensive exam			2007-NCATE
E. Administration & Supervision	SOE	Yes	Graduate bulletin (pg); syllabi, course outlines on file in SOE; SOE Academic Master Plan	Thesis, special projects, comprehensive exams, practicum and internships, program review			2007-NCATE
English (MA)	CLASS	Yes	Bulletin (pg. 37) and course outlines	Thesis; acceptance to Ph.D. program, student awards. Learning or proficiency demonstrated in course level assessment studies	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	not yet. First due in Fall 2011
Environmental Science(MS)	CNAS	In progress	In progress: UOG Catalog, syllabi, Program Reiview	In progress: Direct measure of Assessment Plan to assess one learning objective in the EV Graduate Degree Program;			
Public Admin (MPA)	SBPA	Yes	2008-2009 Graduate Bulletin (pg 57), Syllabi, Course outline forms*	Success in current or future employment, Global Awareness Profile test	MPA program faculty	Same as above	2007

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Micronesian Studies (MA)	CLASS	Yes	Course outlines; Syllabi; SP2000 Program Review; Graduate Bulletin (pg 40); 5 year Academic Master Plan	Acceptance to Further Graduate Study; Student Awards; Thesis. Learning or proficiency demonstrated in course level assessment studies.	The Faculty and Dean. Data reviewed at meetings [AAC] and program review	To evaluate teaching & learning effectiveness to improve program.	2000
Social Work (MSW)	CNAS						