THE PRR: VEHICLE FOR ENGAGING FACULTY AND STAFF IN THE DEVELOPMENT OF A “CULTURE OF EVIDENCE”

MONTCLAIR STATE UNIVERSITY
DECEMBER 9, 2013

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Demonstrate how the PRR process energized the University community in developing a “Culture of Assessment”.

Consequently, the existing culture of evidence was augmented to improve the “Culture of Evidence” at Montclair State University (MSU).
The Periodic Review Report (PRR) requires a comprehensive, collaborative, university wide review of Institutional Effectiveness based on the evidence of assessment.
Strategies for Developing a “Culture of Assessment” 2009

Montclair State University Provost’s Office along with faculty and staff embarked on a process to implement MSCHE Standards 14 and 7.
Assessment of Student Learning
(Standard 14)

- Program Assessment Plans
Assessment of Student Learning (Standard 14)

- Program Assessment Plans
- Data collection throughout the process
Assessment of Student Learning (Standard 14)

- Program Assessment Plans
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- Program Assessment Data – What to do with it?
Assessment of Student Learning (Standard 14)

- Program Assessment Plans
- Data collection throughout the process
- Program Assessment Data – What to do with it?

- Data analysis and “continuing the loop” with evidence of the impact on each program and unit Action Plan
Assessment of Student Learning (Standard 14)

- Program Assessment Plans
- Data collection throughout the process
- Program Assessment Data – What to do with it?
- Data analysis and “continuing the loop” with evidence of the impact on each program and unit Action Plan

- Faculty Development for Assessment
Established Committee on University Effectiveness (CUE) as a formal standing committee

The Board of Trustees of Montclair State University approved the new Strategic Plan
Institutional Assessment (Standard 7)

- University, Division and College/School Strategic Plans
Institutional Assessment (Standard 7)

- University and College/School Strategic Plans
- Committee on University Effectiveness (CUE)
Institutional Assessment (Standard 7)

- University and College/School Strategic Plans
- Committee on University Effectiveness (CUE)
- Assessment and Accreditation
Institutional Assessment (Standard 7)

- University and College/School Strategic Plans
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- Annual Learning Outcomes Assessment Reports
  - Academic Departments
  - College/School Reports
The University wide Five-year External Review Committee (FERC) process required the inclusion of program assessment plans and use of data for improvement.
Strategies for Developing a “Culture of Assessment” 2012

Each of the 8 Divisions of the University mapped goals and objectives to the Strategic Plan, developing ongoing assessment plans and collecting data.
Divisional Mapping Results

STRATEGIC PLAN OBJECTIVES ADDRESSED, BY DIVISION

Number of Objectives

Academic Affairs
Budget and Planning
Finance and Treasurer
Human Resources
Information Technology
Student Development...
University Advancement
University Facilities
## Divisional Mapping Detail:
### Theme 5, Goal D

**Goal D:** Seek and adopt innovative technological solutions.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Academic Affairs</th>
<th>Budget and Planning</th>
<th>Finance and Treasurer</th>
<th>Human Resources</th>
<th>Information Technology</th>
<th>Student Development and Campus Life</th>
<th>University Advancement</th>
<th>University Facilities</th>
<th>Sum</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>By 2011, implement a strategy that will ensure ample instructional design resources to serve the rapid expansion of on-line delivery of instruction.</td>
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<td>02</td>
<td>By 2012, complete the review of ERP systems and finalize contracts for both software systems and implementation providers.</td>
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<td>03</td>
<td>By 2012, identify an individual who will support and coordinate academic computing initiatives on campus and who will report to the Provost and work collaboratively with Information Technology.</td>
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**Sum** | 4 | 0 | 2 | 2 | 6 | 2 | 0 | 2 |
**IT Planning Unit Mapping Detail: Theme 5, Goal D**

Goal D: Seek and adopt innovative technological solutions.

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<th>Enterprise Software Systems</th>
<th>Systems and Security</th>
<th>Networking and Telecommunications</th>
<th>Institutional Research</th>
<th>Technology Support Services</th>
<th>Technology Training and Integration</th>
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Strategies for Developing a “Culture of Assessment”
2012

Each College/School began producing an Annual Report on program assessment status.
College/School Annual Assessment Report

Montclair State University
College/School Annual Assessment Report Guide

Section I.
College/School Goals
Department/Program Goals

Section II.
Schedule of Assessment
Measures of Assessment (especially direct measures)
Where assessment takes place
Results of student performance

Section III.
What the program/department is doing with the results or plans to do with results
Assessment results are formally incorporated into the curricula and course development process.
New Course Proposal Requirements include:

- Purpose of this Course (Explain the reason for the development of this course)
- Specific Course Learning Objectives (As a result of this course students will...)
- Assess Course Learning Objectives (Describe the strategies for assessing each of the stated Learning Objectives)
- Meet Goals (How will this course meet 1 or more of the Program Learning Goals in the Program Assessment Plan)
Curriculum Process

New Program Proposal Requirements

Required Attachments

- Program Evaluation Plan
- Copy of MSU Learning Goal Assessment Plan
Curriculum Process

New Program Proposal Requirements

C. Evaluation. A description of how the program will be evaluated. Describe the benchmarks against which the program will be evaluated (i.e., enrollment, graduation rates external funding) and other details of an assessment plan.

Attach an assessment template (template available at the Assessment Circle Bb Community) to assess learning goals including measures and assessment schedule.
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- “MSU is to be commended for the development of the vision for a systematic, integrated and uniform system of assessment, informing both institutional planning and student learning outcomes”
POST “PRR”

The PRR process and the reviewers’ suggestions and commendations have all empowered the further institutionalization of the cultures of assessment and evidence throughout the University.
2013-14 Agenda

**DASHBOARDS**
- Develop a comprehensive set of Planning Dashboards to monitor annual progress being made to achieve Strategic Plan objectives, and procedures for disseminating results

**DEVELOPMENT**
- Develop and implement procedures to:
  - Assess ongoing training and support needs
  - Create training opportunities
Sample Format for Planning Dashboard
“Continuing the Loop”
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Visit us at http://www.montclair.edu/provost/assessment/