

UNIT REPORT

College of Letters Arts & Social Sci.**- College APR Report**

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College of Letters Arts & Social Sci.

College Mission Statement

College's Mission Statement:

As its fundamental mission, the College dedicates itself to inspiring our students in how to think and act and create in the world, opening the doors to dynamic and fulfilling careers in today's global culture. As the traditional home of the liberal arts, and situated in the historic Administration Building on the Moscow campus, the College boasts nine departments of instruction and 47 unique programs. We offer high-impact and accessible experiential learning to our students in a caring and inclusive learning environment.

Goal 1) First-year undergraduate retention

College Goal Statement:

Goal I -- The College seeks to increase its first-to-second year student retention rate across all undergraduate programs.

Action Plan:

- Student success in classes
 - DWFI lists — where do we find the highest rates by program or by specific classes? Are they general education courses, or are they disciplinary gateway classes (methods, capstones, etc.)?
 - Midterm/early warning grades — again, where do we find high rates (programs, classes) or where in the curriculum (general education or disciplinary-specific courses?)
- Advising — Are there advising bottlenecks (and if so, where?) — how do we handle the handoff from first-year advisors to departments?
- Registration — Can students progress smoothly in their curriculum? Are there bottlenecks in the curriculum? Where do waitlists impede student progress?
- Financial concerns (holds, tuition costs, etc.) — and how can we help? Are there acute areas where the College can provide immediate support and relief?
- Counseling/testing — emotional concerns with students and accessibility challenges.

Achievement Indicators/Metrics:

We shall endeavor to increase our first-year retention rate from 79 percent to 80 percent, following the larger institutional aspiration to grow retention to 82.5 percent (which is the national benchmark)

COLLEGE GOAL SUPPORTS STRATEGIC PLAN GOALS -----

RELATED ITEM LEVEL 1

Cultivate: Increase International Student Enrollment

RELATED ITEM LEVEL 1

Cultivate: Increase Multicultural Student Enrollment

RELATED ITEM LEVEL 1

Transform: Increase Number of Enrolled Students

RELATED ITEM LEVEL 1

Transform: Increase Retention

Goal 2) Undergraduate conferral rate

College Goal Statement:

Goal II -- the College seeks to improve undergraduate persistence by increasing its current graduation rate.

Action Plan:

The emphasis on better graduation rates will mirror our efforts at first-year retention, but greater emphasis will be placed on looking at advising at the central and departmental levels.

1. Student success in classes
 - DWFI lists — where do we find the highest rates by program or by specific classes? Are they general education courses, or are they disciplinary gateway classes (methods, capstones, etc.)?
 - Midterm/early warning grades — again, where do we find high rates (programs, classes) or where in the curriculum (general education or disciplinary-specific courses?)
2. Advising — Are there advising bottlenecks (and if so, where?) — how do we handle the handoff from first-year advisors to departments?

3. Registration — Can students progress smoothly in their curriculum? Are there bottlenecks in the curriculum? Where do waitlists impede student progress?
4. Financial concerns (holds, tuition costs, etc.) — and how can we help? Are there acute areas where the College can provide immediate support and relief?
5. Counseling/testing — emotional concerns with students; accessibility

Achievement Indicators/Metrics:

For metrics/indicators, the College hopes to improve the current 6-year rate of 56 % by one percent for the upcoming year, following the University-wider aspiration to achieve a 60% rate, growing by one percentage point by year.

COLLEGE GOAL SUPPORTS STRATEGIC PLAN GOALS -----

RELATED ITEM LEVEL 1

Transform: Increase Number of Degrees Conferred

Goal 3) Doctoral conferrals

College Goal Statement:

Goal III -- increase doctoral conferrals for those PhD-granting programs in our College (psychology, history, and political science)

Action Plan:

- 1) We have increased discretionary funding for doctoral student travel and research in the college by \$42,000 (distributed directly to each department);
- 2) We have partnered with ORED for a two-year investment of \$500,000 in order to provide first-year fellowships and writing fellowships for all doctoral students, helping with persistence and completion rates;
- 3) We have put new emphasis on TA allocations to doctoral programs in the College;
- 4) Our doctoral programs, on a program-by-program basis, is examining existing curricular delivery and looking at ways to shift instructional resources into doctoral-level coursework.

Achievement Indicators/Metrics:

We will increase doctoral degrees awarded in our College from one per annum to two per annum. We have created improvement plans for all three programs (history, political science, and psychology), which looks at the annual conferral of five degrees per annum by 2025.

COLLEGE GOAL SUPPORTS STRATEGIC PLAN GOALS -----

RELATED ITEM LEVEL 1

Innovate: Increased Number of Terminal Degrees and Non-faculty Scholars

RELATED ITEM LEVEL 1

Transform: Increase Number of Degrees Conferred

Goal 4) Diversity and Accessibility for Incoming Students

College Goal Statement:

Goal IV — The College will increase diversity and access for incoming students.

Action Plan:

- 1) Greater diversity and multicultural emphasis in first-year curriculum, especially campus-wide general education courses offered by the College
- 2) Coordinate with Office of Multicultural Affairs, the Diversity and Inclusion Office, and other campus partners to help recruit incoming students (first-year and transfers) and coordinate with our college-specific scholarship programs to provide more effective financial support;
- 3) Provide scholarship support, regarding recruitment, for families who are from under-served backgrounds and who have financial need when visiting campus;
- 4) Coordinate with campus-wide offices (particularly with student-based support groups) in order to provide better support and climate for incoming students;
- 5) Increase online and distance options to provide better accessibility for under-served groups and regions throughout the state and region

Achievement Indicators/Metrics:

Increase of incoming students from diverse backgrounds from 23 percent to 25 percent.

COLLEGE GOAL SUPPORTS STRATEGIC PLAN GOALS -----

RELATED ITEM LEVEL 1

Cultivate: Increase Multicultural Student Enrollment

RELATED ITEM LEVEL 1

Transform: Creating an Inclusive Learning Environment

RELATED ITEM LEVEL 1

Transform: Curricular Innovation and Evolution**Department of Culture, Society, and Justice****Upload Program's APR Self-Study Report:** Attached Files [Culture, Society, and Justice APR 12.15.2021.pdf](#)**Quality of Program's Self-Study Report:** Partially Meets Expectations**Questionnaire has been completed:** true**Recommendations:**

1. Assessment Plan Suggestions: Make use of the data in the Anthology dashboards to better answer questions about gaps and student achievement. Make sure that summaries are entered for anthropology and sociology for faculty discussion, changes and improvements, inter-rater reliability, and closing the loop. Also, consider how the faculty work of inputting data could be pulled in directly to the unit APR by selecting appropriate learning outcome data. Anthropology did a good job at importing learning outcome data, the same should be true for the other programs. However, the summary of student learning and so on are missing. Ensure there is a plan to cover all learning outcomes over a 3-year cycle for each program. Student achievement metrics should be pulled from the dashboard and discussed in the student achievement section.
2. Revise mission statement to be succinct: "The department's curricula help students develop a basic understanding of human social life in diverse local, national, and global societies. The department also strives to help students to develop critical thinking skills, to understand and appreciate human diversity, to encourage civic responsibility, and become active participants in construction social change. The emphasis of the department as a whole is on research involving cultures, diversity and inequality, and systems of justice."
3. Goal: Cultivate a Diverse Group of Students should also focus on retention (not just recruitment). How are the gaps from the dashboard data in Anthology addressed by these action items? It may help to work with existing campus partners to better understand what might help students feel connected to their department and program. Also, exploring the DFW list for moments in programs where students seem to be disproportionately challenged.
4. Goal: Engage in Public Scholarship and Outreach that has a Meaningful Impact on Communities. The target goal here is to do 12 research projects per year. A good strategy would be to also establish a baseline, how many would normally happen during a year? How many students are involved? How will the department encourage faculty to engage in this type of research and how will this impact faculty evaluations/promotions, etc.?
5. Goal: Increase our impact on students living outside of the Moscow area. Continuing to promote the online program is an excellent goal, it would be useful to also track retention of online students and list how specifically retention is being managed once students are recruited. This could be a good next goal for the unit.

Department of English**Upload Program's APR Self-Study Report:** Attached Files [English APR 12.15.2021.pdf](#)**Quality of Program's Self-Study Report:** Partially Meets Expectations**Questionnaire has been completed:** true**Recommendations:**

1. Assessment recommendations: The assessment of learning outcomes might benefit from more numerical data for each of the programs. Data should be pulled in from the dashboards when discussing equity gaps.
2. Streamlining the curriculum will likely also help with assessment at the undergraduate level, this is an excellent move! It will be important to communicate these changes to students as we move forward with recruitment and retention. For example, letting students know that catalog changes can be a good method to take advantage of this streamlining.
3. Goal 2: Undergraduate experience opportunities would likely benefit from a strong collaboration with Career services who have been very helpful across the college at identifying discipline-focused internship opportunities.
4. Goal 3: Expand recruitment and retention for undergraduate programs would likely be best served by developing a strong retention plan in the unit and also working closely with the college on managing ANR/ENR lists as well. At the graduate level, enrollment could be improved by maximizing admission (even in some cases with no funding) to fill graduate courses to capacity.

Department of History**Upload Program's APR Self-Study Report:** Attached Files [Department of History APR 12.15.2021.pdf](#)**Quality of Program's Self-Study Report:** Fully Meets Expectations**Questionnaire has been completed:** true**Recommendations:**

1. Assessment plan suggestions: For student achievement, continue using department-level data from the dashboard for reporting, so that it is easy to track year-to-year changes. Keeping course costs to a minimum is certainly a good way to close equity gaps, but one that falls outside the purview of the unit, unless course fees were being considered, though that has not been the case in the unit. Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to find this data.

2. Goal 1 involving online program development, will likely need to go hand in hand with retention efforts that focus on online students. Retaining online students might mean providing some department support for these students so that they feel connected to faculty and peers in the unit.
3. In service of Goal 2, increasing community engagement opportunities for students, it could be beneficial to work through career services to foster connections.
4. In service of Goal 3, increasing support for faculty research, it could be helpful to make good use of RA positions, the post-doc fellows, and new funding for graduate fellowships. Encouraging faculty to apply (as appropriate) for CLASS internal funding for summer work, professional development, and travel could also benefit this goal.

Department of Politics and Philosophy

Upload Program's APR Self-Study Report: Attached Files

[Department of Politics and Philosophy APR 12.15.2021.pdf](#)

Quality of Program's Self-Study Report: Partially Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment plan suggestions: Consider revising the mission statement to communicate in more detail how the teaching, scholarship, and outreach serve students, the college, the institution, and the state. There is ample data within anthology dashboards to help identify equity gaps in GPA. It would likely be informative and valuable to use student-level learning outcomes from the courses specified and pull them directly into the report. It may also be helpful to use more than a single course to assess your learning outcomes for the undergraduate degrees. Could comp-exam scores be used for the MPA degree with subscores for each learning outcome? What assessment is in place for the Ph.D. students, perhaps a dissertation defense rubric could be used?
2. The Innovate Scholarship goal is timely as we try to increase Ph.D. graduates in the college. Collecting baseline metrics for the number of publications or other publication metrics would help determine what actions have the most impact on reaching this goal. The department could consider encouraging faculty to apply (as appropriate) for Olsson awards and Summer grants within the college to provide further support if faculty plan on writing proposals for external grant funding in the future.
3. Climate survey data would be instrumental in developing strategies for improving access and inclusiveness. It may be useful to consider coordinating with the college and PCDI to develop such a measure.

Department of Psychology and Communication

Upload Program's APR Self-Study Report: Attached Files

[Department of Psychology and Communication APR 12.15.2021.pdf](#)

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment Recommendations: Revisit mission statement to address land-grant mission to serve the state of Idaho.
2. Reconsider Goal 2 and whether efforts may be better spent with ENR/ANR efforts rather than new certificate programs that overlap with existing offerings in other units on campus.
3. Encourage active recruitment efforts for the Ph.D. and M.S. programs in Psychology. This may mean making better use of HFES networks and reaching students from other institutions through discussion boards, directed advertising, or even contacts in other programs/universities (including promoting the new fellowships available).
4. At the undergraduate level, encourage retention of students by creating a coordinated hand-off of advisees in the 2nd and 3rd year.
5. Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to collect this data.

Department of Theatre Arts

Upload Program's APR Self-Study Report: Attached Files

[Department of Theatre Arts APR 12.15.2021.pdf](#)

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment plan recommendations: Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to find this data. The post-mortems are an excellent way to assess the goals you discuss. Are the topics tracked over time to see what themes emerge frequently and might be addressed in broad ways? This might be a good way to consider assessing progress!
2. As your unit works to pursue Goals 2 and 3 related to innovation, we would encourage your faculty to consider applying for professional development funds and summer grant funding in the college.
3. Also, we commend the unit on being student-focused and limiting the number of productions students can work on in a single term and look forward to seeing how this change improves student experiences!

International Studies

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment Recommendations: Consider revising the mission statement to remain both broad and succinct.
2. Goal 1: Integration with School of Global Studies. School of Global Studies integration will certainly be an important move for all programs involved. The by-law committee formed for this purpose was very amenable to the proposed by-laws that went forward. As this process unfolds the college will be more than happy to facilitate or help in any way to ensure smooth transitions on all fronts.
3. Goal 2: Increase enrollment. The college will continue to provide support with SEM to advocate for strong recruitment to the IS program. In addition, the college will continue to pursue opportunities for college-level requirements such that BA degrees to have multiple paths to completion.
4. Goal 4: Alumni/career database development. Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to collect this data.

Letters, Arts, and Social Sciences -Academic

Upload Program's APR Self-Study Report: Attached Files

[LASS APR 12.15.2021.pdf](#)

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment suggestions: It would be useful to make courses for assessment mandatory in the curriculum through the CCC process. Create signature assignments to facilitate assessment data collection.
2. Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to collect this data.
3. Goal Unique Curricular Opportunities would be well-served by developing and publishing on the web clear four-year plans and announcements about new certificates available (e.g., Corporate Social Responsibility).
4. Goal Fiscal Support: Secure ongoing funding for the interdisciplinary minors and programs within the academic arm of the college.

Lionel Hampton School of Music

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment Recommendations: The pandemic has certainly presented unique challenges to data collection. The hope will be that in the next round the assessment data from 21-22 will provide sufficient evidence from which to draw conclusions. It may also be helpful to consider any visible trends even during the pandemic year so that recovery from those trends can be tracked across the time period. Consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to collect this data.
2. Goals: In future assessment cycles, it may be useful to the unit to expand goals beyond a reiteration of learning outcomes and instead discuss unit goals in broader terms as they relate to the University's strategic plan (e.g., cultivate, transform, engage, and innovate). For example, faculty positions, department structure, staffing needs, scholarships, student services, and programming.
3. The unit might also consider among its goals the outreach and performances that serve the university as both recruitment and showcase events.

Modern Languages and Cultures

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment recommendations: Including numbers from the anthology dashboards when discussing student achievement, retention and persistence would make for a stronger report. It may also be useful to consider working with Career Services and Alumni office to engage in post-graduate tracking, this is a need across the college and the hope is to find a uniform way to collect this data.
2. Goal 1. Recruitment and Retention in lower-level sequences. There is ample opportunity to increase credit hour production and the survey results will be important for understanding student motivations. As the online Spanish courses become routinized it may well be the case that students may also find themselves interested in other courses in the unit.
3. Goal 3. School of Global Studies will certainly be an important move for all programs involved. The by-law committee formed for this purpose was very amenable to the proposed by-laws that went forward. As this process unfolds the college will be more than happy to facilitate or help in any way to ensure smooth transitions on all fronts.

Organizational Sciences

Upload Program's APR Self-Study Report:

Attached Files

[Organizational Sciences APR 12.15.2021.pdf](#)

Quality of Program's Self-Study Report: Partially Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment Suggestions: Use internal dashboards to report student data for completion, retention, and persistence.
2. Goal Increase Enrollment: Another action item might be to increase faculty and adviser knowledge about the program by communicating the 4-year plan and graduate outcomes.
3. Goal Update and Expand Curriculum: It may be useful to work with career services to identify alumni and student career outcomes.
4. Goal Improve the Capstone: Focusing on the experiential component might also be a good moment to coordinate internship options with Career Services for unemployed students. However, the unit plan for working professionals to receive capstone opportunities within their current organization is also an excellent idea.

School of Journalism and Mass Media

Quality of Program's Self-Study Report: Fully Meets Expectations

Questionnaire has been completed: true

Recommendations:

1. Assessment Recommendations: It would be useful to establish a baseline of faculty scholarly and creative output so that the effectiveness of any interventions can be measured.
2. Goal 1: Innovate through scholarly and creative work. Encouraging faculty to apply (as appropriate) for CLASS internal funding for summer work, professional development, and travel could also benefit this goal.
3. Goal 2: The unit has not yet identified a list of action to achieve these goals, but once such a list is developed, the college will be better positioned to help the unit move forward.
4. Goal 3 & 4: As unit-level reports are developed and needs identified, please continue to report those details in the assessment portal. In addition, sharing those reports with the college will enable the college to find synergistic ways to provide support across the college.

Strategic Recommendations -- Letters, Arts, and Social Sciences

List of 3-5 Strategic Recommendations:

1. Stronger coordination between centralized advising and department or program-level support for purposes of recruitment and retention;
2. Greater integration of career services and employment opportunities (viz., cooperative programs) to help with student persistence and degree completion;
3. Deeper integration of experiential learning across all programs in the College (undergraduate research, internships and professional development, service learning, and study abroad);
4. Greater alignment between program demand and resource allocation (in wake of serious budget cuts in 2019–20)
5. Continued support of research and creative activities through the strategic deployment of college-level endowments.

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