

## Institutional Effectiveness Plan – 2022-2023 Cycle

## Degree and Certificate Programs

### Instructions

In collaboration with the faculty in the program, please complete the following plan for the 2022-2023 academic year. Once the plan is completed, please email it to [iea@apsu.edu](mailto:iea@apsu.edu) by **February 21, 2022**. You may pull some of the requested info on this form from Nuventive, but please take this opportunity to review, revise, update, and clarify elements of your IE plan. **All items are required.**

Programs are required to assess at least two SLOs each academic year, but programs may assess more than two per year. For the purposes of this form, we are only asking that programs submit two SLOs for the review of your plan.

<b>Department/Program Information</b>
Department/Program Name ( <i>example: History</i> ): HHP
Degree Type ( <i>example: BA or MA</i> ): Master of Healthcare Administration
<b>Assessment Coordinator (person in your unit responsible for managing IE assessment):</b>
Name: Tim Leszczak
Title: Department Chair and Professor
Email: Leszczakt@apsu.edu

<b>Program/Department Mission Statement</b>
<p>The Health and Human Performance faculty are committed to contributing to their students' intellectual, economic, social, physical, and cultural development for success in employment, future studies, citizenship, and life in general. This mission will be accomplished by:</p> <ul style="list-style-type: none"><li>• offering HHP courses designed to promote critical thinking, academic honesty, creativity, leadership, as well as excellent writing and communication skills;</li><li>• promoting diversity, appreciation of all cultures, and respect for all persons;</li><li>• fostering a positive learning environment;</li><li>• expanding multiple delivery systems;</li><li>• serving the military community at Fort Campbell through complete academic programs;</li><li>• continually improving courses and programs, conducting research, and providing services that contribute significantly to the quality of life, learning, and workforce development needs of the community.</li></ul>

## Program/Unit Outcomes (please list all outcomes)

List all active, program-level Student Learning Outcomes for this program. Recommended: 3-8 program-level SLOs. Program-level SLOs articulate what students will know, be able to do, or value upon completion of the program. SLOs should be student-focused, specific, measurable and reasonable. Suggested length for each SLO: 1 sentence.

MHA SLO 1: Ability to **communicate effectively** using written communication skills.

MHA SLO 2: Knowledge of healthcare systems. Student will be able to demonstrate an appropriate level of knowledge of the healthcare environment as it relates to quality outcomes.

## Outcomes to be Measured in 2022-2023 Academic Year

### SLO #1

List the first SLO being measured in 2022-23 here.

Ability to communicate effectively using written communication skills.

#### Assessment Measures for SLO #1:

**Two assessment measures are required for each outcome. One measure must be direct. The second measure may be direct or indirect.**

**Direct measures** utilize actual student products or performances (exams, essays, reports, projects, oral performance) to assess as SLO

**Indirect measures** rely on students' perceived or self-reported learning (surveys, reflections, self-assessments)

#### Assessment Measure #1 – Direct Measure

Type - Choose the most appropriate description of your assessment type from the drop-down list.

Written Assignment

Description – The assessment method should clearly match the outcome being measured. A summary of the assessment method should be clear to someone outside the program. When, where and how will you collect the data (course(s), locations/modalities, etc.)? Briefly describe the instrument that will be used (test, project, etc.). How will it be evaluated and by whom? Suggested length: 1 paragraph.

Written communication skills assessed by the assignment “My Leadership Philosophy”. For this assignment students complete a worksheet, utilizing written communication skills, to create their initial leadership philosophy. At the conclusion of the course students will submit a cohesive initial leadership philosophy statement which will be assessed via a rubric. This SLO will be assessed in Fall 2022 via MHA 5020.

#### Achievement Target:

*What performance level do you expect on this measure to indicate satisfactory achievement of this outcome?*

At the conclusion of MHA 5020 90% of students will earn a score of 3/5 or better on the “Initial Leadership Philosophy Statement Rubric”

Have you implemented any changes based on previous assessment results that you expect could impact results for this outcome in 2022-2023? Yes/**No**  
Please briefly explain.

No, this is a brand new course that is part of a significantly revised curriculum with the goal of earning program accreditation. This is an initial SLO which will be used to implement future changes and establish a basis of continuous quality improvement in the MHA program.

### SLO #1 Continued

#### Assessment Measure #2 – May be direct or indirect measure

Type - Choose the most appropriate description of your assessment type from the drop-down list.

*Written Assignment*

Description – *The assessment method should clearly match the outcome being measured. A summary of the assessment method should be clear to someone outside the program. When, where and how will you collect the data (course(s), locations/modalities, etc.)? Briefly describe the instrument that will be used (test, project, etc.). How will it be evaluated and by whom? Suggested length: 1 paragraph.*

Students in MHA 5420 will review their Leadership Philosophy initially composed in MHA 5020 ( see SLO Assessment Method #1). This second assessment method will occur in Spring 2023 and will involve students revisiting their Leadership Philosophy and composing a new or revised statement to incorporate informal and collective leadership practices. Students will be assessed using a revised, but similar, rubric for the original statement. The focus of this 2<sup>nd</sup> assessment method will be on students progression, ability to incorporate additional leadership development theories into their statements and synthesize, in writing, a new comprehensive statement. Collection will occur in MHA 5420, Spring 2023 by Dr. Melissa Kates. Rubrics for both assessments are in development but will be in place and available by summer 2022.

#### Achievement Target:

*What performance level do you expect on this measure to indicate satisfactory achievement of this outcome?*

At the conclusion of MHA 5420 90% of students will earn a score of 3/5 or better on the “Progressive Leadership Philosophy Statement Rubric”

Have you implemented any changes based on previous assessment results that you expect could impact results for this outcome in 2022-2023? Yes/**No**  
Please briefly explain.

## **Institutional Effectiveness Plan – 2022-2023 Cycle**

## **Degree and Certificate Programs**

No, this is a brand new course that is part of a significantly revised curriculum with the goal of earning program accreditation. This is an initial SLO which will be used to implement future changes and establish a basis of continuous quality improvement in the MHA program.

## Outcomes to be Measured in 2022-2023 Academic Year

**SLO #2**

## SLO Description

*What will students know, be able to do, or value upon completion of the program? The outcome should be student-focused, specific, measurable, and reasonable. Suggested length: 1 sentence.*

Knowledge of healthcare systems. Student will be able to demonstrate an appropriate level of knowledge of the healthcare environment as it relates to quality outcomes.

**Assessment Measures:**

*Two assessment measures are required for each outcome. One measure must be direct. The second measure may be direct or indirect.*

Direct measures utilize actual student products or performances (exams, essays, reports, projects, oral performance) to assess an SLO

Indirect measures rely on students' perceived or self-reported learning (surveys, reflections, self-assessments)

**Assessment Measure #2 – Direct Measure**

Type - Choose the most appropriate description of your assessment type from the drop-down list.

Exam - In Course

Description – *The assessment method should clearly match the outcome being measured. A summary of the assessment method should be clear to someone outside the program. When, where and how will you collect the data (course(s), locations/modalities, etc.)? Briefly describe the instrument that will be used (test, project, etc.). How will it be evaluated and by whom? Suggested length: 1 paragraph.*

Students will be presented 4 questions on the second (final) exam that will ask them to correctly interpret laws, regulations, in relation to quality outcomes. Students will also be given acronyms of regulatory bodies of which they will be asked as to which they represent. This area will consist of 3 to 4 questions in the exam.

**Achievement Target:**

*What performance level do you expect on this measure to indicate satisfactory achievement of this outcome?*

At least 80% of the students will correctly answer at least 3 out of 4 (75%) of the identified exam questions.

Have you implemented any changes based on previous assessment results that you expect could impact results for this outcome in 2022-2023? Yes/**No**  
Please briefly explain.

No, this is a brand new course that is part of a significantly revised curriculum with the goal of earning program accreditation. This is an initial SLO which will be used to implement future changes and establish a basis of continuous quality improvement in the MHA program.

## SLO #2 Continued

### Assessment Measure #2 – May be direct or indirect measure

Type - *Choose the most appropriate description of your assessment type from the drop-down list.*

*Survey*

Description – *The assessment method should clearly match the outcome being measured. A summary of the assessment method should be clear to someone outside the program. When, where and how will you collect the data (course(s), locations/modalities, etc.)? Briefly describe the instrument that will be used (test, project, etc.). How will it be evaluated and by whom? Suggested length: 1 paragraph.*

In MHA 5560, a survey question will be asked to students how comfortable they are, on a scale of 1-5 with 5 being extremely comfortable and 1 being not at all comfortable, with their knowledge of laws and regulations in healthcare as they relate to quality outcomes.

### Achievement Target:

*What performance level do you expect on this measure to indicate satisfactory achievement of this outcome?*

At least 80% of the students will score themselves at least a 3 out of 5 on their level of comfort with their knowledge of laws and regulations as they apply to quality outcomes.

Have you implemented any changes based on previous assessment results that you expect could impact results for this outcome in 2022-2023? Yes/**No**  
Please briefly explain.

No, this is a brand new course that is part of a significantly revised curriculum with the goal of earning program accreditation. This is an initial SLO which will be used to implement future changes and establish a basis of continuous quality improvement in the MHA program.

***Assessment tools related to each measure (e.g., assignment prompt, rubric, exam questions, etc.), if available, may be submitted with this plan. These tools, while not required, are helpful to the review team.***