Draft Academic Program Outcomes
Theme 1 – Teaching and Learning

UNIVERSITY OBJECTIVE 1.1 Enhance student success by continually improving the curricular, co-curricular, and extracurricular programs

- Departmental academic programs will demonstrate academic excellence by students scoring above the national median on field related standardized exams.
- Students within departmental programs will demonstrate disciplinary knowledge and skill excellence by meeting at least 80% of minimal course related assessment criterions.
- Faculty will demonstrate effective teaching skill by obtaining SEOI scores that are above the college average.*
- Once admitted to department major, students will persist to graduation with increased efficiency and rate.*
- The department will enhance student development through increased co-curricular offerings and through student growth of disciplinary living/learning community.

UNIVERSITY OBJECTIVE 1.2 Enhance the effectiveness of student support services.

- Faculty will provide excellent advising services as evidenced by superior ratings through senior student and alumni surveys.

Theme 2 – Inclusiveness and Diversity

UNIVERSITY OBJECTIVE 2.1 Enhance the environment of inclusiveness for faculty, staff, and students

- The department will demonstrate its commitment to inclusiveness through active participation of faculty (more than 2 committees per person) in the shared governance of the university.*

UNIVERSITY OBJECTIVE 2.2 Increase faculty, staff, and student diversity by active programs of recruitment and retention for members of underrepresented groups.

- The department will enhance diversity of underrepresented groups by achieving a relative ratio for faculty and student groups that is equal to or greater than institutional ratio.

UNIVERSITY OBJECTIVE 2.3 Ensure that CWU has an inclusive and diverse curriculum.

- The department will enhance its commitment to diversity by increasing the number of students and faculty who engage in international exchanges or experiences.
- The department will enhance its curriculum as related to diversity and inclusiveness by increasing the inclusion and integration of international cultural perspectives in the curriculum (at least one course per year).
Theme 3 – Scholarship and Creative Expression

UNIVERSITY OBJECTIVE 3.1 Increase the emphasis on and the opportunities for students, faculty and staff to participate in research, scholarship, and creative expression activities.

- Students and faculty will demonstrate excellence in scholarship and creative expression through regular yearly participation (minimally 25% of faculty and 15% of majors) in presentations and/or publications.*

UNIVERSITY OBJECTIVE 3.2 Increase the external funding received for research, scholarship, and creative expression by faculty, staff, and students.

- The department will enhance its scholarship by increasing the number of external grants and contracts that are submitted and/or funded each year.*

Theme 4 – Public Service and Public Engagement

UNIVERSITY OBJECTIVE 4.1: Enhance the commitment and the level of cooperation between the university and external communities.

- The department will demonstrate community and public service through active participation (all members serving) on local, regional, and/or national committees, organizations, and task forces.*

- The department will demonstrate its commitment and connection to the community by providing a variety of cultural and educational activities (at least 1 per month).

UNIVERSITY OBJECTIVE 4.2: Increase participation in university sponsored life-long learning opportunities.

- The department will demonstrate successful community engagement by increasing its class and certificate offerings geared towards the local communities surrounding Ellensburg and Center locations.

UNIVERSITY OBJECTIVE 4.3: Enhance the efforts of members of the university community to strengthen the economic base of the region and state.

- The department will strengthen area economic development by teaming with at least one local agency/business on a joint project (e.g., grant development, etc.).

Theme 5 – Resource Development and Stewardship

UNIVERSITY OBJECTIVE 5.1: Maximize the financial resources to the university, and assure the efficient and effective operations of the University through financial stewardship.
The department will demonstrate an entrepreneurial spirit by increasing the amount of revenue obtained through alumni gifts and support, summer school, contracts, etc.*

UNIVERSITY OBJECTIVE 5.2: Develop and implement enrollment management and marketing plans that meet the enrollment objectives of the university.

The department will maintain enrollment in all degree offerings while increasing enrollment in minors.*

UNIVERSITY OBJECTIVE 5.3: Ensure the University has human resources necessary to accomplish all university objectives.

The department will encourage human resource development through funding and supporting professional development opportunities and participation for every faculty and staff person.

UNIVERSITY OBJECTIVE 5.4: Provide the facility and technology infrastructure and services appropriate to meet the university objectives, while maximizing sustainability and stewardship.

The department exhibits equipment, facility, and technology quality and relevance by assuring that all is up-to-date, working, accessible, and utilized.

*Data is available and will be provided through Office of Organizational Effectiveness/ Assessment/Faculty Relations Offices