

Appendix V: Program Assessment Tables

Table 4: Program Goals Assessment Plan

Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who/What Assessed	When Assessed	Criterion of Achievement
1. Prepare students for informed environmental citizenship	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Review syllabi, selected assignments, and student learning objectives at program's faculty retreat Survey student estimates of course effectiveness Documentation of out-of-classroom learning experiences of students (e.g. research, service learning, etc.) Tracking of study abroad experiences of students	Structure of major programs Course documents	Review by program committees at least biennially. Annually, ENST 444 will include student assessment of major program.	All courses and degree programs reviewed by appropriate committee at least biennially. Groups of faculty examine selected assignments, give satisfactory ratings on student environmental knowledge, evidence of critical thinking All ENST 444 average ratings of course effectiveness above 3 on 5-point scale >30% of graduating seniors have study abroad experience
2. Promote effective teaching	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Student Evaluation of Instruction (SEOI) administered for every class and reported in reappointment, merit, and post-tenure reviews. Peer classroom visits and team teaching evaluations	Faculty who teach core ENST courses	Quarterly, when course evaluations are available to Program Director	All teaching evaluations will be consistent with college and university norms for educational background and experience. Program director will review teaching evaluations for ENST courses, discuss successes and areas where improvement is needed with faculty. Achievement is attained when there is evidence of improvement in the areas identified.

Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who/What Assessed	When Assessed	Criterion of Achievement
3. Assist students in gaining skills, experience, and disposition for success in environmental careers and advanced study	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Build partnerships that with private, professional, academic, government, and community-based organizations.	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	ENST 444 – student resumes and survey Placing students in desired graduate programs or careers. University senior and alumni surveys Program faculty review goals and learning outcomes	Graduating senior Environmental Sciences majors Graduates one year and three years after graduation. Program and faculty records	Annually. Annual summaries of university surveys Continuous. Issues brought for department review and action.	Satisfactory faculty evaluation of all student presentations and final projects in ENST 444. INSPECT ALUMNI SURVEYS All program goals reviewed and summary data created at least as often as cyclical program review Annual review of all advisory materials, assure all students assigned to an advisor and advised at entry to major and registration hold points.
4. Support a breadth of environmental research including larger collaborative projects that bridge disciplinary boundaries	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal IV: Develop a diversified funding base to support curriculum and academic facilities, student and faculty research and scholarships, as well as faculty development, service and applied research in college disciplines.	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal III: Strengthen and further diversify our funding base and strengthen infrastructure to support academic and student programs. Goal V: Achieve regional and national prominence for the university.	Track professional meeting presentations and publications with environmental topics of program faculty Track grant applications and external funding of environmental research	Program faculty	Annual data collection and data extracted from cyclic program review in affiliated departments	Multiple environmental research projects exist in all affiliated departments as evidenced by abstracts, publications, and funded grants At least three larger collaborative projects are currently funded at all times

Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who/What Assessed	When Assessed	Criterion of Achievement
5. Support involvement of students in research	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Track professional meeting presentations and papers with environmental topics that have student authors and co-authors Track student and faculty participation in local symposia, poster sessions, SOURCE. Track student enrollment in independent research, internships, and field research courses	Program faculty and student records.	Academic year annual summary	At least one third of faculty papers and presentations have student co-authors. >33% of Environmental Sciences majors have received research credits. Every graduating major will have developed a research proposal
6. Serve as a center for environmental expertise and education to the university, community and region	Goal V: Build partnerships with private, professional, academic, government, and community-based organizations.	Goal IV: Build mutually beneficial partnerships with the public sector, industry, professional groups, institutions, and the communities surrounding our campuses. Goal V: Achieve regional and national prominence for the university.	Track faculty and student service activities that are related to environmental issues or concerns Count inquiries to Center for the Environment	Number of service and internship opportunities available and filled by CWU students. Number of community clients served by the Center for the Environment	At time of cyclical program review. Annual tracking of student and faculty accomplishments	Every graduating student has had the opportunity to participate in service learning or internship. >25% of undergraduate majors have participated in a service or internship opportunity Evidence of expanding role of Center for the Environment

Table 5: Student Learning Outcomes Assessment Plan

Student Learning Outcomes	Related Departmental/ Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who Assessed	When Assessed	Standard of Mastery/ Criterion of Achievement
1. Students possess fundamental understanding of current environmental issues	Goal 1. Prepare students for informed environmental citizenship	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Course grades for Environmental Sciences majors ENST Major proficiency test taken by graduating seniors. ENST 444 final report.	ENST 201 ENST 202 ENST 444	Fall, ENST 201 Winter, ENST 202 End of major ENST 444, Spring	All majors receive grade of C- or higher in ENST 201 and 202 All majors receive greater than 80% on proficiency test in ENST 444. All ENST 444 final reports reflect clear understanding of the environmental issue covered.
2. Students can describe the various perspectives that different constituencies bring to environmental issues	Goal 1. Prepare students for informed environmental citizenship	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Designated assignments and exam questions in ENST 303 ENST 444 final report	ENST 303 ENST 444	Every year, when ENST 303 is offered End of major ENST 444, Spring	All majors receive grade of B- or higher on designated assignments and exam questions Final reports on Policy topic presents perspectives from at least three different constituencies

Student Learning Outcomes	Related Departmental/ Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who Assessed	When Assessed	Standard of Mastery/ Criterion of Achievement
3. Students make informed decisions (e.g., voting and other life choices) that account for relevant environmental issues	Goal 1. Prepare students for informed environmental citizenship	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	ENST 444 survey Alumni survey	ENST 444 Recent graduates	End of major ENST 444, Spring Recent graduates, at time of program review	All students and graduates can describe environmental implications of decisions they have recently made.
4. Students will develop critical thinking skills necessary to carry out scientific research and assess and develop policy choices	Goal 3. Help students gain skills, experience, and disposition for success in environmental careers and advanced study Goal 5. Support involvement of students in research	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	ENST 304 lab reports ENST 444 final report Employer surveys Documents (papers, theses, SOURCE abstracts and presentations) from research: ENST 495 and other research credits	ENST 304 ENST 444 Graduates in environmental careers Juniors and seniors	Each year, in ENST 304 End of major ENST 444, Spring At time of program review Each year	ENST 304 lab reports reflect ability to separate data from interpretation and create multiple hypotheses In ENST 444 reports, students present logical arguments for different policy choices Employers rate graduates satisfactory in critical thinking 90% of research projects culminate in A to B level reports or presentations

Student Learning Outcomes	Related Departmental/ Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who Assessed	When Assessed	Standard of Mastery/ Criterion of Achievement
5. Students are conversant in techniques and vocabularies of diverse environmental disciplines and can integrate knowledge from different perspectives	Goal 3. Help students gain skills, experience, and disposition for success in environmental careers and advanced study	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal VII: Create and sustain productive, civil, and pleasant learning environments	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university. Goal VI: Build inclusive and diverse campus communities that promote intellectual inquiry	ENST 303 designated assignments and exam questionss ENST 444 final report Employer surveys	ENST 303 students ENST 444 students Recent graduates in environmental careers	Each year, in ENST 303 End of major ENST 444, Spring At time of program review	All majors receive grade of B- or higher on designated assignments and exam questions Final reports on Policy topic presents perspectives from at least three different constituencies Employers rate graduates satisfactory in their ability to integrate knowledge from different perspectives
6. Students possess oral and written communication skills	Goal 3. Help students gain skills, experience, and disposition for success in environmental careers and advanced study	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites	Papers collected from ENST 210, 304 and 444 ENST 444 oral presentations and final report Employer surveys	ENST 210, ENST 304, ENST 444 ENST 444 students Recent graduates in environmental careers	Every two years End of major ENST 444, Spring At time of program review	Progression seen in quality of writing from ENST 210 to ENST 304 to ENST 444. ENST 444 final reports are free of major errors in grammar and organization. 90% of employers surveyed rate graduates as satisfactory in terms of oral and written communication skills

Student Learning Outcomes	Related Departmental/ Program Goals	Related College Goals	Related University Goals	Method(s) of Assessment	Who Assessed	When Assessed	Standard of Mastery/ Criterion of Achievement
7. Students have depth of knowledge in an area of specialization	Goal 3. Help students gain skills, experience, and disposition for success in environmental careers and advanced study	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal III: Provide for outstanding graduate programs that meet focused regional needs and achieve academic excellence.	Goals I & II: Maintain and strengthen an outstanding academic and student life at all sites Goal V: Achieve regional and national prominence for the university.	Courses in area of specialization ENST 444 proficiency test for area of specialization Alumni surveys	Graduating seniors ENST 444 Alumni	At time of graduations End of major ENST 444, Spring At time of program review	All graduates' have GPA at or above 2.5 in area of specialization All majors receive greater than 80% on proficiency test in area of specialization ENST 444. 90% of alumni report that they received adequate training in their area of specialization