

# RECOMMENDED PROGRAM OUTCOMES AND THEIR ASSESSMENT

## REFERENCE GUIDE FOR EDUCATIONAL PROGRAMS

(Contact [ipa@fsu.edu](mailto:ipa@fsu.edu) with any questions)

In addition to Student Learning Outcomes, each educational program at FSU is required to develop, track, and improve Program Outcomes. As opposed to Student Learning Outcomes, which focus on the knowledge and skills that students should learn, Program Outcomes are non-curricular goals of the academic unit. When choosing new Program Outcomes and/or improving their assessment processes, please consider selecting one of the options below. You may adapt the Program Outcome plan to use as is or adjust any part of it to meet your specific program's needs. Please reference the Appendix for instructions on how to access the non-publicly available data sources referenced in the examples below.

### CATEGORY I:

Outcomes focused on the **department/program success**, such as application and admission rates, student representation, student enrollment, generated credit hours, time-to-degree, awarded degrees or certificates, fundraising, or specialized accreditation.

[OPTION A: DEGREE/CERTIFICATE ENROLLMENT](#)

[OPTION B: DEGREES/CERTIFICATES AWARDED](#)

[OPTION C: DEGREE/CERTIFICATE TIME-TO-COMPLETION](#)

### CATEGORY II:

Outcomes focused on **student success**, such as student retention, 2-, 4- and 6-year graduation, post-graduation success (employment and/or further studies), or licensure/certification passage rates.

[OPTION A: GRADUATION RATE](#)

[OPTION B: POST-GRADUATION OUTCOMES](#)

### CATEGORY III:

Outcomes focused on a specific dimension of **faculty success**, such as faculty recruitment and retention, scholarly productivity, instructional output, professional development, student satisfaction with teaching, or awards and accomplishments.

[OPTION A: SCHOLARLY PRODUCTIVITY](#)

### CATEGORY IV:

Outcomes directly focused on the **University Mission and/or Strategic Plan**, such as excellence in research, teaching, creative endeavors, and service (<https://www.fsu.edu/about/mission-vision.html>) or specific Strategic Plan outcomes (<https://strategicplan.fsu.edu/>).

[OPTION A: EXCELLENCE IN TEACHING](#)

### APPENDIX:

[ACCESSING AND USING OBI DASHBOARDS](#)

## CATEGORY I:

Outcomes focused on the **department/program success**, such as application and admission rates, student representation, student enrollment, generated credit hours, time-to-degree, awarded degrees or certificates, fundraising, specialized accreditation.

### OPTION A: CERTIFICATE ENROLLMENT

- **PO Name:** PO - Certificate Enrollment.
- **PO Statement:** The program will increase the number of students enrolled in the Global Citizenship Certificate.
- **PO Assessment Plan:** Enrollment data are aggregated per academic year, defined as Summer C, Fall, and Spring. Each semester, enrollment data will be gathered from the "[Student Academic Plan Summary](#)" dashboard in the FSU Oracle Business Intelligence platform. This data will be validated against registration into the Global Citizenship Certificate Canvas site, in which students are enrolled and removed by the program director following admission to the program. The program director has responsibility for reporting enrollment data.
- **PO Numeric Target:** Our target is a 5% increase in students enrolled in the program per year, with a baseline enrollment of 349 students in 2019-2020 academic year.

### OPTION A: DEGREE ENROLLMENT

- **PO Name:** PO - Degree Program Enrollment.
- **PO Statement:** The number of students enrolled in the Statistics master's program will be maintained at high level.
- **PO Assessment Plan:** For this Program Outcome, we will track our undergraduate student enrollment in the fall and, separately, in the spring term of every academic year. Enrollment data will be gathered from the student enrollment dashboard available at the Office of Institutional Research website at: <https://ir.fsu.edu/enrollment.aspx>. Only degree-seeking master's students majoring in statistics and statistical data science will be included in the degree program enrollment count for each term. The graduate program director will report the enrollment data and will be responsible for arranging the department discussion about the observed enrollment trends.
- **PO Numeric Target:** Our aspirational goal is to maintain high program enrollment. At minimum, our goal is to never have more than 5% decrease in the number of enrolled master's students in any term-over-term comparison.

### OPTION B: CERTIFICATES AWARDED

- **PO Name:** PO - Number of Granted Certificates.
- **PO Statement:** By the end of each year, the program will award at least 20 graduate certificates in Information Architecture.
- **PO Assessment Plan:** The certificate program director will monitor progress towards the target through a two-part process. First, the list of students with granted certificates for the reporting year (Summer, Fall, and Spring) will be pulled from the University's Oracle Business Intelligence [dashboard entitled "Graduation Analysis"](#). We will use the academic plan "Information Architecture" to identify our certificate completers. Second, the certificate program director will validate the count using internal records (e.g., certificate completion forms submitted by the students to the dean's office). Data reports will be presented to, and discussed with, program faculty and leadership to evaluate results and formulate strategies for improvement for next year.

- **PO Numeric Target:** Our goal is for at least 20 students to complete the certificate requirements each reporting year.

#### **OPTION B: DEGREES AWARDED**

- **PO Name:** PO - Number of Granted Degrees.
- **PO Statement:** The number of degrees awarded by the program will be higher than or on par with the previous year.
- **PO Assessment Plan:** Information about the number of bachelor's degrees awarded by our program will be obtained from the Departmental Dashboards created by the Office of Institutional Research and available at: <https://ir.fsu.edu/resources.aspx> . The Degrees Granted table is at the bottom of the second page of the report. We will use the CIP Code 11.0101 – Computer and Information Sciences to identify our Computer Science bachelor's graduates. The count of degrees will be based on an academic year defined as Summer, Fall, Spring. The annual data is available the following year, so the reporting process will reflect that: for example, 2021-2022 summer, fall, spring degrees granted data will become available in spring of 2023 and thus will be included in the IE Portal under the 2022-2023 reporting year. Data reports will be presented to, and discussed with, program faculty and leadership to evaluate results and formulate strategies for improvement for next year. The undergraduate program director will monitor and report on the annual program enrollment.
- **PO Numeric Target:** Our aspirational goal is to award a higher number of bachelor's degrees than in the previous year. At minimum, our goal is to never drop below 5% fewer degrees in any year-over-year comparison.

#### **OPTION C: CERTIFICATE TIME-TO-COMPLETION**

- **PO Name:** PO - On-Time Certificate Completion.
- **PO Statement:** Ensure that certificate enrollees complete the program within appropriate time frame.
- **PO Assessment Plan:** For this PO, we will track the number of students who enroll in the certificate program as well as the number of students who earn the certificate within one year of enrollment. To calculate the completion rate, we will take the number of students who earn the certificate in a given academic year (defined as Summer, Fall, Spring) and divide it by the total number of students in the original cohort. For example, if we have a total of 10 students enroll in the certificate program in Summer 2022, Fall 2022 and Spring 2023, we will consider our goal met if 9 out of these 10 students complete the coursework and earn the certificate in Summer 2023, Fall 2023 and Spring 2024. When a student completes their course work for the certificate program, they are required to fill out a certificate completion survey housed on the Jim Moran College of Entrepreneurship website. The data from this survey will be gathered by the current graduate program coordinator for JMCE at the end of each semester and will be aggregated for the reporting year.
- **PO Numeric Target:** Our goal is to have at least 90% of all students who enroll in the program earn the certificate within one year.

#### **OPTION C: DEGREE TIME-TO-COMPLETION**

- **PO Name:** PO - Doctoral Milestones.
- **PO Statement:** Doctoral students will progress in the Chemistry program at adequate pace.

- **PO Assessment Plan:** For this PO, we will track how many of our doctoral students progress from matriculation to graduation within six years, which is the expected program duration. To calculate the completion rate, we will take the number of students who earn their doctorate in a given academic year (defined as Summer, Fall, Spring) and divide it by the total number of students in the original cohort from six years ago. For example, if we have a total of 20 students enroll in the doctoral program in Summer 2015, Fall 2015 and Spring 2016, we will consider our goal met if 18 out of these 20 students complete the program and earn their degree by the end of Spring 2021. The graduate program coordinator will request the data for this PO at the end of each academic year from FSU Office of Institutional Research. The report will be presented and discussed at departmental faculty meeting at the end of August.
- **PO Numeric Target:** Our goal for every year is that at least 90% of doctoral students in a cohort will graduate with their doctorate in Chemistry within 6 years from the matriculation point.

## CATEGORY II:

Outcomes focused on **student success**, such as student retention, 2-, 4- and 6-year graduation, post-graduation success (employment and/or further studies), licensure/certification passage rates.

### OPTION A: TRANSFER GRADUATION RATE

- **PO Name:** PO - 3-Year Transfer Students Graduation Rate.
- **PO Statement:** Transfer students in the Criminology program will graduate from FSU within three years at a higher rate.
- **PO Assessment Plan:** We will track 3-year graduation rates of undergraduate students who transferred to FSU from the Florida College System (FCS) and declared Criminology as their major. FCS transfer students already have an Associate's degree and should be able to graduate with a Bachelor's degree from FSU in three years. 3-year grad rate is calculated by dividing the number of transfer students who graduated from FSU by the end of their third year by the total number of transfer students in the original cohort. Graduation rate data will be obtained from the Departmental Dashboards created by the Office of Institutional Research and available at: <https://ir.fsu.edu/resources.aspx> . The FCS Transfer Students' grad rates table and graph are in the middle of the third page of the report. We will use the CIP Code 43.0104 – Criminal Justice/Safety Studies to identify the graduates for this Program Outcome. Full methodology is described on the first page of the report.
- **PO Numeric Target:** According to the most recent available data, the 2019 FCS transfer student cohort had 3-year grad rate of 77% (118 out of 153 students). Over the next five years, beginning with the 2020 FCS transfer student's cohort, we want to increase the 3-year graduation rate by at least 1 percentage point annually.

### OPTION A: BACHELOR'S GRADUATION RATE

- **PO Name:** PO - 4-Year Graduation Rate.
- **PO Statement:** Full-time FTIC students in the Psychology program will graduate from FSU within 4 years at a high rate.
- **PO Assessment Plan:** We will track 4-year graduation rates of full-time first-time-in-college (FTIC) undergraduate students who declared Psychology as their major in their first fall at FSU. 4-year graduation rate is calculated by dividing the number of students who graduated from FSU by the end of their fourth year by the total number of students in the original cohort. Graduation rate data will be obtained from the Departmental Dashboards created by the Office of Institutional Research and available at: <https://ir.fsu.edu/resources.aspx> . The full-time FTIC students' 4-year

grad rates table and graph are at the top of the third page of the report. We will use the CIP Code 42.0101 – Psychology, General to identify the graduates for this Program Outcome. Full methodology is described on the first page of the report.

- **PO Numeric Target:** According to the most recent available data, 2018 cohort full-time FTIC students who declared Psychology as their first fall major had 4-year grad rate of 77% (274 out of 355 students). Our goal is to increase the 4-year graduation rate to at least 80% and maintain it no lower than that for the next 5 years.

## **OPTION B: POST-GRADUATION OUTCOMES**

- **PO Name:** PO - Professional Employment and Postgraduate School.
- **PO Statement:** Upon completion of the Bachelors in Finance program, students will obtain employment in financial planning or other fields or continue in graduate study.
- **PO Assessment Plan:** Graduating seniors will complete the Graduating Senior Survey (GSS), which is administered by the FSU Office of Institutional Research. The GSS collects information about students' postgraduate employment and the pursuit of further education. These data will be retrieved from the post-graduation outcomes report published by FSU's Office of Institutional Research at [https://www.ir.fsu.edu/postgrad\\_outcomes/gss/gss\\_2021.aspx](https://www.ir.fsu.edu/postgrad_outcomes/gss/gss_2021.aspx) . As data is available in the year following graduation, reporting for each graduating cohort will occur in the next year: for example, 2020-2021 fall, spring, summer graduates' data will become available in spring/summer of 2022 and thus will be included in the IE Portal under the 2021-2022 reporting year.

The sum of the total number of students who indicate that "Employment" is their Primary Plan following graduation and have secured positions and the total number of students who indicate that "Education" is their Primary Plan following graduation and have been admitted to any type of future degree program will be divided by the total number of program graduates who applied for employment or further study. Full methodology is described on the last page of the linked report.

- **PO Numeric Target:** We will consider that we have met our standard when at least 75% of graduating seniors have found professional employment or been accepted to graduate/professional schools at graduation and/or within 3 months of graduation.

## **CATEGORY III:**

Outcomes focused on a specific dimension of **faculty success**, such as faculty recruitment and retention, scholarly productivity, instructional output, professional development, student satisfaction with teaching, awards and accomplishments.

## **OPTION A: SCHOLARLY PRODUCTIVITY**

- **PO Name:** PO - Faculty Research.
- **PO Statement:** Department faculty will produce scholarship at or above the level of their peers.
- **PO Assessment Plan:** Every year, before the Fall semester, we will compare how our faculty research output compares to that of their peers in public R1 institutions. We will use the departmental dashboards prepared by the FSU Office of Institutional Research and posted on their website at <https://ir.fsu.edu/resources.aspx> . Data for this Program Outcome is displayed under the 'Faculty Productivity Radar & Quintiles' tab.

The table shows peer scholarly productivity on various metrics such as articles, awards, books, citations, grants, grant dollars, and conference proceedings. The peer faculty are grouped into five quintiles based on their average scholarly productivity for each metric. The quintile bar graph

shows the number and rank of our department faculty whose scholarly productivity places them in a particular national quintile. Our goal is to have more of our faculty place in top 3 national quintiles.

As data from Academic Analytics requires time to prepare, reporting for faculty on each fall roster will occur in the next year: for example, data for faculty who were included in the fall 2021 roster submitted to Academic Analytics will become available in spring 2023 and thus will be included in the IE Portal under the 2022-2023 reporting year.

- **PO Numeric Target:** More than half of faculty members will have produced scholarly work at the level that would place them in quintiles 1, 2 or 3.

#### **CATEGORY IV:**

Outcomes directly focused on **the University Mission and/or Strategic Plan**, such as excellence in research, teaching, creative endeavors, and service (<https://www.fsu.edu/about/mission-vision.html>) or specific Strategic Plan outcomes (<https://strategicplan.fsu.edu/>).

#### **OPTION A: EXCELLENCE IN TEACHING**

- **PO Name:** PO - Participation in Workshops on Teaching.
- **PO Statement:** Departmental faculty will continue to improve their pedagogical expertise.
- **PO Assessment Plan:** Every year, before the Fall semester, we will collect information from our instructional faculty about their participation in the workshops and seminars offered by the FSU Center for the Advancement of Teaching (CAT). The list of these events is provided at: <https://teaching.fsu.edu/workshops-seminars/>. Only faculty with teaching responsibilities will be included in this effort. The Assistant Chair will be in charge of communicating with the faculty and aggregating information received from them.
- **PO Numeric Target:** At least 75% of departmental instructional faculty will participate in at least one workshop per year (Summer, Fall, Spring). This target may be increased in future years.

#### **APPENDIX:**

- [Requesting OBI Role Access](#)
- [Using Student Academic Plan Summary OBI Dashboard](#)
- [Using Graduation Analysis OBI Dashboard](#)