

**Appendix 2
Data Exhibit 7.1**

SSU Inventory of Educational Effectiveness Indicators (2007-2008)

Category	Formal learning outcomes developed	Where are these learning outcomes Published? (Please specify)	Other than GPA, what measures/indicators are used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, Portfolio review, licensure examination)	Who interprets the evidence? What is the process?	How are the findings used?	Date of last program review for the degree program	Stage of Programmatic Assessment for Educational Effectiveness*
General Education	Yes	Catalog; www.sonoma.edu/ge_initiative ; http://www.ssugeproject.blogspot.com/	Course embedded assessment; NSSE; course level assessments	GE Sub-committee and departments where GE curriculum is taught	Identify areas where outcomes are not being met; improve curriculum; use data to approve courses	2008-2009	Developing
Arts & Humanities							
AMCS	Yes	Catalog; Dept. website: http://www.sonoma.edu/amcs/programs/	Student intake/graduation survey; alumni survey	Faculty; dept. meetings/ retreats		2007-2008	Beginning
Art (Studio)	Yes	http://www.sonoma.edu/art/home/about.html	Jr. portfolio; interdisciplinary critiques; discipline-based critiques; alumni survey; SETE	All studio faculty participate in jr. portfolio review and critiques; discussion at dept. meetings; faculty retreats	Advising changes; redesign of website; changes in jr. portfolio; creation of mini-capstone and exit interview	2006-2007	Competent
Art History	Yes	http://www.sonoma.edu/art/home/about.html	Capstone and seminar courses; senior thesis; alumni survey	Faculty (2) review senior thesis; discussion at dept. meetings; faculty retreats	Advising changes; redesign of website; exit interview designed	2006-2007	Competent
CALS	Yes	Dept. website: http://www.sonoma.edu/cals/classes.htm	Capstone portfolio; course embedded assessment; senior exit survey	Faculty at dept. meetings and program review meetings	Course changes	2007-2008	Developing

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Communication Studies	Yes	www.sonoma.edu/aa/assessment ; Handouts; syllabi	Senior seminar project; senior survey; student evaluation of teaching effectiveness narrative	Faculty at dept. meetings and retreats	Restructured major from 3- to 4-unit model	2007-2008	Developing
English	Yes	www.sonoma.edu/aa/assessment ; syllabi	Senior capstone/portfolio in planning stage	Faculty at assessment retreat	Single subject revision; revision of learning outcomes	2007-2008	Developing
English (MA)	Yes	www.sonoma.edu/aa/assessment	Thesis and creative projects; GRE literature examination; MA breadth exam	Faculty at assessment retreat		2007-2008	Beginning
French	Yes	www.sonoma.edu/aa/assessment ; course web pages	Course embedded assessment; senior capstone; cultural competence and linguistic proficiency test; oral interviews; alumni survey	Faculty meetings; informal exchange	Revisions made to French 300	2005-2006	Competent
German	Yes	www.sonoma.edu/aa/assessment ; course web pages	Course embedded assessment; Zertifikat Deutsch	Faculty review of assessment information		No program review/ Minor	Competent
Hutchins School of Liberal Studies	Yes	www.sonoma.edu/aa/assessment ; syllabi; Dept. web site: www.sonoma.edu/hutchins	Course embedded assessment; senior capstone; lower and upper division portfolios; exit survey	Faculty at meetings, twice yearly retreats; lower division cadre meetings	Improvement to writing skills	2005-2006	Competent
Music	Yes	www.sonoma.edu/aa/assessment ; Dept. website: http://www.sonoma.edu/performingarts/music/index.shtml	Performance evaluation; senior recital or project; auditions; juried reviews; performances; course feedback surveys; end-of-year student talk back discussion	Faculty at bi-weekly dept. meetings; end of year talk back sessions	Separated GE courses from Music major skills courses; worked on private instruction issues facing the department	2006-2007	Competent

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Philosophy	Yes	www.sonoma.edu/aa/assessment ; dept. office	Senior exit interviews; proseminar assessment; senior capstone; videotape of students	Faculty at department meetings and assessment sessions	Created a new vision and mission statement and revised student learning outcomes	2008-2009	Developing
Spanish	Yes	www.sonoma.edu/aa/assessment ; syllabi	Course embedded assessment; capstone; exit seminar assessment; alumni survey	Faculty at department meetings and retreat	Revise and improve curriculum	2005-2006	Developing
Theatre Arts	Yes	www.sonoma.edu/aa/assessment ; Dept. website: http://www.sonoma.edu/performingarts/theatre/aboutus.shtml	Achievement in production, performance and auditions; sequential structure of courses; end-of-year student talk back discussion; exit interviews; portfolio; critique	Faculty at department meetings and retreat	Developed new courses in acting, technical theatre, and dance	2007-2008 (Theatre) and 2007-2008 (Dance)	Competent
Business & Economics							
Business Administration	Yes	Revised SLOs to be posted to department website: http://www.sonoma.edu/sbe/ ; syllabi; Assessment of Learning website for faculty use on Web-CT	Core course reviews of SLOs ; assessments performed by committee of faculty and posted to SBE Assessment of Learning (AoL) website; Computer Competency Requirement for Pre-Business Majors (exam); rubrics developed for oral and written communication	Faculty through reports posted to SBE AoL, curriculum committee meetings; professional development workshop	Changes made to finance course; provided oral and written communication rubric to students	2006-2007 (AACSB)	Competent
Business Administration (MBA)	Yes	Assessment of Learning website for faculty use on Web-CT	MBA Learning Objectives assessed through course embedded assessment; culminating experience	Graduate Steering Committee review; Area Coordinator review	Developed Executive MBA to be offered in 2010	2006-2007	Competent

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Economics	Yes	Dept. website: http://www.sonoma.edu/econ/ ; syllabi; Assessment of Learning website:	Course embedded assessment; samples of student writing; cycle of Assessment of Learning per AACSB	Faculty at retreat and department meetings; training with Director of SSU Writing Center	In process of revising program-level learning objectives	2006-2007	Competent
Education							
School of Education	Yes	Conceptual Framework: http://www.sonoma.edu/education/conceptual_framework.html ; TPA: http://www.sonoma.edu/education/Assessment/PACT.html	CSU Exit Survey; Biennial Report to CCTC, December 15, 2008			2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent
Multiple Subjects	Yes	TPA: http://www.sonoma.edu/education/Assessment/PACT.html syllabi; handbooks	Teacher Performance Assessment (TPA): PACT; Critical assessments – Phase 1 and 2; Digital portfolio; program evaluation of student teaching; field experience; course evaluation; RICA test; CSU exit survey	Faculty at department retreat and meetings	Identification of program strengths and challenges; update handbook; identified areas of weakness	2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent
Education Specialist (Levels 1 and 2) Mild to Moderate and Moderate to Severe	Yes	syllabi; handbooks; Dept. website: http://www.sonoma.edu/else/SpEdhome	CSTP Standards; Critical course assignments assessment (rubric); candidate competencies checklist; portfolio; evaluation of student teaching; exit interview; CSU exit survey	Faculty at department meetings and Community Advisory Board	Improvements to English Learner curriculum and education technology	2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent

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Education (MA)	Yes	Dept. website: http://www.sonoma.edu/education/masters.htm ; syllabi; MA handbook	MA portfolio; culminating activity; exit survey	Graduate faculty at department meetings		2005 (NCATE and CCTC)	Competent
Reading Certificate/ Specialist	Yes	Dept. website: http://www.sonoma.edu/lsee/reading/ ; syllabi	Key assignments; case study; action research project; field experience	Faculty at department meetings and Community Advisory Board	Addressed declining enrollment; made course revisions	2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent
Educational Leadership (PASC-I and PASC-II)	Yes	Dept. website: http://www.sonoma.edu/else/edleader ; syllabi	Critical assignments (rubric); capstone review; electronic portfolio; site-mentor candidate evaluation; personal theory of leadership paper	Faculty at department meetings and Community Advisory Board	Consider development of a mid-program evaluation; further development of rubrics for capstone evaluation	2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent
Single Subject Credential	Yes	Dept. website: http://www.sonoma.edu/csse/ ; syllabi; handbook	TPA (PACT); portfolio; interview; teacher evaluations; student evaluations; CSU exit survey	Faculty at department meetings and Community Advisory Board; Single Subject Advisory Council	Dept. is moving to electronic portfolio	2005 (NCATE and CCTC) 2008 (Biennial Report to CCTC)	Competent
Educational Leadership (Ed.D)	Yes	Dept. website: http://www.sonoma.edu/education/jointdoc	NCATE accreditation review; assessment matrix; dissertation	Graduate faculty		New Program (1st review in 2010-2011)	Competent

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Pupil Personnel Services (PPS) Credential Program	Yes	Dept. website: http://www.sonoma.edu/counseling/program-objectives.htm	Embedded course assessment; pre-practicum field experience assessment; student self-evaluation; culminating experience; supervisory survey	Faculty at department meetings and School Counseling Advisory Board	Introduced portfolios; curriculum revisions	2005 (NCATE, CCTC, and CACREP)	Competent
Adapted Physical Education Credential Program	Yes	Dept. website: http://www.sonoma.edu/kinesiology/	Subject matter coursework and single subject or multiple subjects credential program (see above); evaluation of written work; field observation; TPA (PACT) not yet applied; portfolio	Faculty at department meetings	Create new assessment tools and refine current assessment strategies	2005 (NCATE and CCTC)	Competent
Science and Technology							
Biology	Yes	www.sonoma.edu/aa/assessment/ ;	Course embedded assessment; lab/field project; research proposal; research based instructional program	Faculty at department meetings	Made significant revisions to curriculum and concentrations	2009-2010	Competent
Biology (MS)	Yes	www.sonoma.edu/aa/assessment/ ;	Thesis; graduate students' exit survey; GRE/GPA admissions; assessment rubric for thesis	Faculty at department meetings		2009-2010	Competent
Chemistry	Yes	Dept. website: www.sonoma.edu/chemistry/learningobjectives.html	ACS exams; portfolio; course embedded assessment; senior exit survey; senior experience	Faculty at department meetings	Created new honors general chemistry courses and senior experience	2007-2008 (ACS)	Developing
Computer Science	Yes	Course syllabi: http://www.cs.sonoma.edu/cs_dept/current_classes/index.html	ETS major field test; graduating senior focus group; student research project; capstone course; course embedded assessment	Faculty at department and curriculum committee meetings	Major changes implemented in 2007	2007-2008	Competent

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Computer & Engineering Science (MS)	Yes	Dept. website: http://www.sonoma.edu/engineering/es_catalog.shtml#msces_learning_objectives	Exit interviews; culminating experience; alumni survey; industry advisory board survey	Faculty at departments meetings		2008-2009	Developing
Engineering Science	Yes	Dept. website: http://www.sonoma.edu/engineering/es_catalog.shtml#bses_objectives	Senior capstone (design project); student survey; embedded course assessment	Faculty at department meetings	Offered 1-unit workshops for foundational engineering courses to prepare students.	New Program (1 st review in 2010-2011)	Developing
Geology	Yes	Dept. office	Course embedded assessment; field work assessment; Student Evaluation of Teaching Effectiveness (SETE); senior exit survey; alumni survey; capstone course; pass rate for licensing exam for CA Board of Registered Geologists, Hydrologists, and Geophysicists; feedback from summer field camp directors	Faculty at semester review of data; Meeting to review capstone course	Revamped learning objectives; changes in curriculum, advising, license success rate, and full curricular review	2007-2008	Developing
Kinesiology	Yes	Catalog; developing website	Senior exit survey	Faculty at department meetings		2005-2006	Developing
Kinesiology (MA)	Yes	www.sonoma.edu/aa/assessment/ ; http://www.sonoma.edu/kinesiology/gradprogram.html	Culminating experience			2005-2006	Developing
Mathematics	Yes	Catalog; dept. office; program review	Senior exit survey; program portfolio (secondary teacher track); on line alumni survey	Faculty at yearly pedagogy workshop and dept. meetings	Created new statistics major; improved advising	2006-2007	Competent

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Nursing	Yes	Dept. website and handbook: http://www.sonoma.edu/nursing/	Clinical agency and MSN/FNP Site evaluations; course evaluations; ATI tests for undergraduates; senior exit survey; alumni survey; employer evaluation of graduates survey	Faculty - undergraduate level teams -- at dept. meetings and 2-day long retreat	Improve curriculum	2005-2006 (NLNAC)	Competent
Nursing (MA)	Yes	www.sonoma.edu/aa/assessment/ ; Dept. website handbook: http://www.sonoma.edu/nursing/	Course evaluations; site evaluations ATI tests; senior exit surveys; alumni survey; employer evaluation of graduates survey	Faculty – graduate level teams – at dept. meetings nad 2-day long retreat	Plans to address inconsistencies in the Nurse Leadership Programs	2005-2006	Competent
Physics & Astronomy	Yes	Dept. website: http://www.phys-astro.sonoma.edu/	Graduate school/summer research program acceptances; employment offers; alumni survey; Capstone	Faculty at regular dept. meetings	Introduced a weekly meeting “Student Research Seminar”	2007-2008	Competent
Social Science							
Anthropology	Yes	Dept. website: http://www.sonoma.edu/anthropology/major_description.htm ; syllabi	Course embedded assessment; performance assessment; working seminar; senior exit survey	Faculty at regular dept. meetings	Have made changes to curricular offerings	2006-2007	Competent
Cultural Resources Management (CRM) (MA)	Yes	Dept. website: http://www.sonoma.edu/anthropology/ma_program.htm	Culminating experience; alumni survey; proseminar; internship supervisor evaluation	Faculty at regular dept. meetings		2006-2007	Competent
Counseling (MA)	Yes	Dept. website: http://www.sonoma.edu/counseling/program-objectives.htm handbooks; syllabi	Course embedded assessment; Alumni survey; training site supervisor feedback; embedded assessment at transition points; CCTC and NCATE review; CACREP self-study	Faculty at department retreat	Curricular review and new tenure search	2005-2006 (NCATE, CCTC, and CACREP)	Competent

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Criminology and Criminal Justice Studies	Yes	Dept. website: http://www.sonoma.edu/ccjs/netmain.shtml	Senior exit survey; Capstone; evaluation of internships; alumni survey	Faculty at department meetings	Re-sequencing of courses; development of core standards; discussion of alumni survey	2006-2007	Competent
Environmental Studies & Planning	Yes	Dept. website: http://www.sonoma.edu/ccjs/netmain.shtml	CCTC standards by portfolio; internship supervisor feedback; capstone courses for each study plan; student survey; alumni survey; Student Evaluation of Teaching Effectiveness (SETE)	Faculty at department meetings	Revised and unified core curriculum; new courses developed; created a FIG (Freshman Interest Group)	2006-2007	Developing
Geography	Yes	Dept. website: http://www.sonoma.edu/geography/geography/index.htm Course web pages: http://www.sonoma.edu/geography/GeographyMajor/classes/classwebpages.htm	Course embedded assessment; Student evaluation of learning objectives in each class; SETE; Senior exit survey; Senior seminar (rubric)	Faculty at department meetings and faculty retreat on program review	Revised course; aligned paper format guidelines; aligned writing standards	2007-2008	Competent
Global Studies	Yes	Dept. website: http://www.sonoma.edu/geography/globalstudies/aboutGLBL/The_Program_SSU.htm	Course embedded assessment; Student evaluation of learning objectives in each class; Capstone seminar thesis; senior exit survey; SETE; Senior exit survey	Global Studies Steering Committee meetings	Revised Global Environmental Policy Concentration	2008-2009	Competent
History	Yes	Dept. website: http://www.sonoma.edu/history/	Student survey	Faculty at yearly retreat and department meetings	Improved group advising; made new hires; public presentation skills	2007-2008	Developing

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History (MA)	Yes	Dept. website: http://www.sonoma.edu/history/ma%20history.htm	Writing assessment; thesis/comprehensive examinations	Graduate faculty at department meetings		2007-2008	Developing
Human Development	Yes	Dept. website: http://www.sonoma.edu/humandevlopment/new_and_current_hd_majors.htm	Senior seminar portfolio autobiography; senior exit survey; alumni survey; concept "tracker" portfolio	Faculty at regular meetings	Strengthened core requirements; redesigned concept tracker page; improved pedagogy	2007-2008	Competent
Liberal Studies (Ukiah)	Yes	www.sonoma.edu/aa/assessment ; syllabi	Course embedded assessment; student survey on on-line instruction; alumni survey; portfolios	Faculty at dept. meetings	Added advising sessions	2007-2008	Developing
Political Science	Yes	Dept. website: http://www.sonoma.edu/polisci/index.htm ; course syllabi	Senior research seminar/capstone; student survey	Faculty at monthly dept. meetings and retreat	Reassessed advising; changed core requirements; on-going assessment of pedagogy in research methods course; new hire	2007-2008	Developing
Public Administration (MPA)	Yes	Dept. website: http://www.sonoma.edu/polisci/mpa-home.htm ; course syllabi	Culminating experiences: exam and thesis; exit survey	Faculty at monthly dept. meetings and retreat		2008-2009	Developing
Psychology	Yes	Dept. website: http://www.sonoma.edu/psychology/howeare.htm	Alumni survey; senior exit survey; focus groups; embedded course assessment (pre- and post-tests in introduction to methods course)	Faculty at dept. meetings/power point presentations on assessment	Identified need to reinforce quantitative reasoning; improved advising/career resources; committee review of curriculum	2006-2007	Competent

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Psychology (MA) – OD	Yes	Dept. website: http://www.sonoma.edu/programs/od/goals.html	Analytical case study; culminating paper	Faculty at dept. meetings		2006-2007	Competent
Psychology (MA) – Depth	Yes	Dept. website: http://www.sonoma.edu/psychology/depth/	Monthly group meetings with students; thesis; graduation rates; professional feedback	Faculty at dept. meetings		2006-2007	Competent
Sociology	Yes	Dept. website: http://www.sonoma.edu/sociology/coursedescriptions_f09.html ; syllabi	Analysis of senior seminar research papers; Senior exit survey	Faculty at dept. meetings	Revise curriculum	2007-2008	Competent
Women's & Gender Studies	Yes	Dept. website: http://www.sonoma.edu/WomenStudies/departmentgoals.html handouts; syllabi	Intellectual biography; alumni survey; internship papers; GE evaluations/surveys; exit surveys; SETE	Faculty at dept. meetings	Revise curriculum; recommend hiring decisions	2008-2009	Competent
University-Wide							
University Library	Yes	Library website: http://library.sonoma.edu/research/infocompetence.html	Library, university and external surveys; course embedded assessment; focus groups; student surveys of drop-in workshops	Faculty and library staff at dept. meetings		2004	Competent
Special Major/MA ITDS	Yes	Program website: http://www.sonoma.edu/ITDS/	ITDS proposal process; Senior capstone; senior exit survey; MA: proposal process; thesis			2009-2010	Beginning

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Student Affairs and Enrollment Management (SAEM)	In development		The Division of Student Affairs & Enrollment Management is currently engaged in a uniform assessment process utilizing nationally accepted assessment standards. All functional units within the division are undergoing assessments using standards set forth by the Council for Standards in Higher Education (CAS). Functional units are in various stages of completion with targeted completion of self-study for all units by February of 2010. In addition, many functional units also respond to professional accreditation standards adhered to in various externally driven accreditation cycles.	Functional units within the division review assessments	Assessment results will be used to inform data-driven practice and bring about structural changes, as well as development of learning objectives, called for in the Strategic Plan.	2008-2010	Developing

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