

## DOCTOR OF PHILOSOPHY HUMAN SERVICES ANNUAL ASSESSMENT PLAN & FINDINGS 2021-2022 ACADEMIC YEAR

	<i>PLO 1</i> <i>Design research related to human services theories and systems.</i>	<i>PLO 2</i> <i>Critique incorporation of social justice matters in human services organizations.</i>	<i>PLO 3</i> <i>Assess human services performance structures, capacity building, and talent development implementation strategies.</i>	<i>PLO 4</i> <i>Evaluate concepts, skills, and policies and initiatives that are fundamental to ethical and legal practice in the human services settings.</i>	<i>PLO 5</i> <i>Formulate strategies to navigate the complexities of human services systems based on best practices.</i>	<i>PLO 6</i> <i>Apply systems thinking concepts to effectively implement and manage public health interventions as members of interdisciplinary teams.</i>
<i>HUM 7100 History &amp; Systems of Human Services</i>			<b>I</b>	<b>I</b>		
<i>HUM 8105 Applied Human Services Policy</i>		<b>I</b>	<b>R</b>	<b>R</b>	<b>I</b>	<b>I</b>
<i>RES 7105 Scholarly Argument I</i>			<b>R</b>	<b>R</b>		
<i>HUM 7160 Organizational Operations &amp; Human Services Administration</i>		<b>R</b>	<b>M</b>	<b>M</b>	<b>R</b>	<b>R</b>
<i>HUM 8115 Theories &amp; Strategies of Community Development &amp; Advocacy</i>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>M</b>
<i>RES 7400 Research Design &amp; Methods - Quantitative</i>	<b>M</b>					
<i>RES 7410 Research Design &amp; Methods - Qualitative</i>	<b>M</b>					
<i>ORG 8518 Professional &amp; Business Ethics in Organizational Leadership</i>		<b>M</b>	<b>R</b>	<b>M</b>	<b>R</b>	<b>R</b>
<i>RES 7480 Evidence-Based Practice</i>			<b>R</b>	<b>R</b>	<b>M</b>	
<i>HUM 7175 Program Review &amp; Evaluation</i>	<b>M</b>	<b>R</b>	<b>M</b>	<b>R</b>	<b>M</b>	<b>M</b>
<i>RES 7110 Scholarly Argument II</i>	<b>R</b>					<b>R</b>
<i>RES 7415 Advanced Statistics</i>	<b>M</b>					
<i>RES 7440 Advanced Study in Qualitative Research</i>	<b>M</b>					
<i>DOC 8770 Doctoral Capstone Seminar</i>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 8910 Dissertation Planning I</i>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 8912 Dissertation Planning II</i>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 8989-8992 Dissertation I-IV</i>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>

I (Introduced), R (Reinforced), or M (Mastered).

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Design research related to human services theories and systems.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>
Direct Measure 1: RES7410 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>

Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
<b>PLO 2 - Critique incorporation of social justice matters in human services organizations.</b>					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA
Direct Measure 1: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA

Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
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**PLO 3 - Assess human services performance structures, capacity building, and talent development implementation strategies.**

<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA</b>
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Direct Measure 1: RES 7105 Scholarly Argument I Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	34	40	85.0%	<b>EXCEEDS THE ACCEPTABLE TARGET</b>
Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>

**PLO 4 - Evaluate concepts, skills, and policies and initiatives that are fundamental to ethical and legal practice in the human services settings.**

<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET</b>
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					<b>4. INSUFFICIENT DATA</b>
Direct Measure 1: RES 7105 Scholarly Argument I Week 6 Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	20	24	83.3%	<b>EXCEEDS THE ACCEPTABLE TARGET</b>
Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
<b>PLO 5 - Formulate strategies to navigate the complexities of human services systems based on best practices.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET</b>

<b>4. INSUFFICIENT DATA</b>					
Direct Measure 1: RES7480 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
Direct Measure 2: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
<b>PLO 6 - Apply systems thinking concepts to effectively implement and manage public health interventions as members of interdisciplinary teams.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET</b>

					<b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>  <b>4. INSUFFICIENT DATA</b>
Direct Measure 1: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
Direct Measure 2: HUM7160 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
Direct Measure 3: RES 8910 Dissertation Planning I	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>
<b>OVERALL RECOMMENDATIONS</b>					
<p><i>Overall, it is recommended that the Program Chair for the Doctor of Philosophy Human Services review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2022-2023 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.</i></p>					



<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
<b>OUTCOME</b>	<b>MEASURE</b>	<b>KEY/RESPONSIBLE PERSONNEL</b>	<b>STATUS</b>	<b>ANTICIPATED DATE OF COMPLETION</b>
PLOs	N/A	Kristin Ballard	Complete	2022
<b>Action Details</b>	Update PLOs to match the catalog, including adding PLO 7: Evaluate the impact of social and cultural diversity in the human services field.			
<b>OUTCOME</b>	<b>MEASURE</b>	<b>KEY/RESPONSIBLE PERSONNEL</b>	<b>STATUS</b>	<b>ANTICIPATED DATE OF COMPLETION</b>
Curriculum Map	N/A	Kristin Ballard	Not Complete	2023
<b>Action Details</b>	Review curriculum map and update alignment (I, R, M) if necessary.			
<b>OUTCOME</b>	<b>MEASURE</b>	<b>KEY/RESPONSIBLE PERSONNEL</b>	<b>STATUS</b>	<b>ANTICIPATED DATE OF COMPLETION</b>
PLOs/IRM	N/A	Kristin Ballard	Not Complete	2023
<b>Action Details</b>	Revise assignment(s) to get them to the R or M level in the appropriate order (not RES or DOC courses).			