UNIVERSITY OF SAN FRANCISCO
Inventory of Educational Effectiveness Indicators March 2018

Category	(1) Have formal learning outcomes been developed? *Yes/No*	(2) Where are these learning outcomes published? (e.g., catalog, syllabi, other materials)	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
At the institutional level:	Yes	Catalog and Website	Undergraduate Institutional Learning Outcomes (ILOs) are mapped to the Core Graduation Competencies. Assessment of the Core Graduation Competencies provided data on achievement of the ILOs. Periodic analyses of student performance in capstone experiences, student projects, NSSE results, pre/post performance, reflection papers, results of yearly outcomes assessment	Office of Assessment & Accreditation Support, Deans, faculty, University Assessment Committee, and school councils	Modify course content, redesign curricular requirements	N/A
For general education if an undergraduate institution:	Yes	Catalog and Website	Periodic analyses of direct evidence of student performance in Core Curriculum courses, reflection papers, Service Learning Project Report, results of assessment of the Core Curriculum Assessment of the three additional bachelor's degree graduation requirements, Service learning, Cultural Diversity and Foreign Language, is underway.	CAS Dean, Associate Deans, Core Assessment Work Group, Core Advisory Committee	Modify course content, modify learning outcomes, eventual redesign of Core Curriculum	N/A

UNIVERSITY OF SAN FRANCISCO: COLLEGE OF ARTS & SCIENCES
Inventory of Educational Effectiveness Indicators

Category	(1) Have formal learning outcomes been developed? *Yes/No*	(2) Where are these learning outcomes published? (e.g., catalog, syllabi, other materials)	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
CAS: B.A. in Advertising	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Comprehensive exams	Assessment is coordinated by the director of the program. Results and any needed changes are discussed with faculty in the Communication Studies department faculty meetings.	For program evaluation and improvement. For example, the program faculty revised their learning outcomes during the last cycles.	New Program *Next: AY 22-23*
CAS: M.S. in Data Science *changed name from M.S. in Analytics to M.S. in Data Science in Spring 2018	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Base SAS Certification Examination Analysis of field job listings by program faculty Survey of students	Assessment is coordinated by the director of the program. Results and any needed changes are discussed during program faculty meetings.	For program evaluation and improvement. The program has not completed the first assessment cycle. However, they have revised the database course based on feedback from practicum companies.	New Program *Next: AY 19-20*

CAS: B. A. in Architecture and Community Design	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Research project reports Exit surveys Student papers, reports, and exams Conceptual diagrams, models, sketchbooks, and construction projects Design presentations to peers	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the faculty found that overall students are meeting LOs at an acceptable rate during the last cycles. They decided to provide more tutoring in writing skills for students struggling with paper assignments. They also created an Introduction to Architecture and Community Design class.	November 2016 *Next: AY 23-24*
CAS: B.A. Art History/Arts Management	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions Student papers (i.e., formal analysis, final research paper) and in-class assignments using rubric Midterms exams Portfolios Presentations Internship reflection essays	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to incorporate more "milestone" research assignments in their courses during the last cycles to help students practice the concepts. They also experimented with differential assignments to help address the needs of both majors and non-majors in their classes.	November 2016 *Next: AY 23-24*

CAS: B.A. in Asian Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers Embedded questions	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty created two tracks to address curricular cohesion issues and re-evaluated their language requirement. The director also worked with faculty to integrate the teaching of multidisciplinary methodologies in the curriculum.	April 2016 *Next: AY 22-23*
CAS: Master of Asian Pacific Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Syllabi content analysis Student advising sessions Research project reports Student term papers	Assessment is coordinated by the program and administrative directors of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty added a capstone course and changed their language requirement during the last cycles.	April 2016 *Next: AY 22-23*

CAS: B.S. in Biology	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: ETS Field Test for Biology Syllabi content analysis Student survey Student focus groups Student work from upper division classes (scientific reports, review of scientific papers) Student presentations at research conferences Internal review of courses and curriculum Exit surveys	Assessment is coordinated by the chairs with input from other members of the department. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty added course sections to required courses, revised syllabi, created a career development seminar, and increased their coverage of primary literature during the last cycles.	April 2014 *Next: AY 20-21*
CAS: M.S. in Biology	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Faculty evaluations of student progress Exit interviews Research proposals Theses and thesis defenses, dissertations Faculty survey Student survey	Assessment is coordinated by the director with input from other members of the department. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided that they were relying too much on indirect measures of assessment in the last cycles and have added evaluation of research proposals, theses, and thesis defenses to the next assessments.	April 2014 *Next: AY 20-21*

CAS: P.S.M Biotechnology	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Course exams Laboratory reports Student resumes Class presentations (primary journal article summaries, journal article presentations)	Assessment is coordinated by the director with input from other members of the department. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program was launched recently and has not completed an assessment cycle and closing the loop activities.	*First: AY 19-20*
CAS: B.S. in Chemistry	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: American Chemical Society (ACS) exams Embedded questions in final exams	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty developed a Peer-Led Team Learning (PLTL) program, added a placement test for some of their courses, and moved research poster assignments to earlier in the curriculum during the last cycles.	April 2012 *Next: AY 19-20*
CAS: M.S. in Chemistry	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: American Chemical Society (ACS) exam. Undergraduate coursework	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty developed training seminars in teaching skills and strategies for the graduate students during the last cycles.	March 2012 *Next: AY 19-20*

CAS: B.A. in Communication Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student term papers	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to revise their learning outcomes and to add an e-portfolio during the last cycles to help students synthesize their learning experiences and increase curricular coherence.	November 2014 *Next: AY 21-22*
CAS: B.A. in Comparative Literature and Culture	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Syllabi content analysis Advising plan analysis	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in Advisory Board meetings.	For program evaluation and improvement. For example, the program faculty decided to add an e-portfolio requirement to their curriculum during the last cycles to help the students synthesize their learning experiences.	April 2012 *Next: AY 18-19*
CAS: B.S. in Computer Science	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded exam questions Signature assignments Oral presentations	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to revise their learning outcomes during the last cycles.	November 2015 *Next: AY 22-23*

CAS: M.S. in Computer Science	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Programming project	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to create informal tracks to address curricular coherence issues, during the last cycles.	November 2015 *Next: AY 22-23*
CAS: B.A. in Critical Diversity Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers and projects Embedded question in student exams	Assessment is coordinated by the director of the program. Results and any needed changes will be discussed in program faculty meetings.	For program evaluation and improvement. The program will be launched this year and has not completed an assessment cycle and closing the loop activities.	New Program *First: AY 20-21*
CAS: B.S. in Data Science	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student projects and comprehensive exit exams Oral presentations Case studies Student papers	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program was launched recently and has not completed an assessment cycle and closing the loop activities.	May 2017 *Next*: AY 23-24

CAS: B.A. in Design	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Curriculum and syllabi content analysis Web portfolios of graduating seniors (including artistic products)	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, this program faculty created two new courses on design and sustainability and design and social change that connect to the Program, College, and University Mission during the last cycles.	November 2016 *Next: AY 23-24*
CAS: B.A. in Economics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to increase instruction around supply and demand concepts in Principles courses during the last cycles.	April 2015 *Next: AY 21-22*
CAS: M.A. in Economics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions	Assessment is coordinated by an assessment committee. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program faculty decided that their students were meeting program learning outcomes the last cycles.	April 2015 *Next: AY 21-22*

CAS: M.S. in Energy Systems	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Exit interviews Student papers	Assessment is coordinated by the director of the program. Results and any needed changes are discussed with the program's advisory board and faculty board.	For program evaluation and improvement.	New program *Next: AY 25-26*
CAS: B.A. in English	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers using a rubric Book reviews	Assessment is coordinated by the chair of the department. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the faculty implemented new required foundation courses in the Writing track (i.e., the students must take two different genres in lieu of one required foundation course) during the last cycles.	April 2017 *Next: AY 23-24*
CAS: B.A. in Environmental Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions in exams	Assessment is coordinated by the directors of the program. Results and any needed changes are discussed in program faculty meeting, with ENVA advisory board members.	For program evaluation and improvement. For example, the program faculty decided to add a research methods course and an e-portfolio to the capstone to their curriculum during the last cycles.	April 2014 *Next: AY 20-21*

CAS: B.S. in Environmental Science	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions in exams Final group capstone projects using rubric	Assessment is coordinated by the chair of the department. Results and any needed changes are discussed in department faculty meetings.	For program evaluation and improvement. For example, this program increased scaffolding and instructor feedback around group projects in courses during the last cycles.	April 2013 *Next: AY 18-19*
CAS: M.S. Environmental Management	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Written projects Oral presentations Embedded questions in exams Exit survey Alumni survey	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty developed a guide with uniform expectations for oral presentations, increased writing opportunities, and had students develop their project ideas earlier and during this last cycle.	April 2013 *Next: AY 18-19*
CAS: B.S. in Kinesiology *Changed name from Exercise and Sports Sciences to Kinesiology in Spring 2014.	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student exams	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty revised the curriculum (e.g., closed dated courses and the B.A. track) and renamed the major to bring it in line with changes in the field during the last cycles.	April 2012 *Next: AY 17-18*

CAS: B.A. in Fine Arts	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Portfolio and sketchbook planning Thesis project Mock application to post-professional endeavor Audience response to Senior student exhibitions	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to increase the conceptual work in 200 level courses and re-evaluate the prerequisites for the Senior Studio course during the last cycles.	November 2016 *Next: AY 23-24*
CAS: B.A. in French Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded exam questions	The Modern and Classical Language department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty are petitioning to revise the structure of the major to emphasize more work at the upper-levels last cycles and created a Facebook page to support alumni.	October 2016 *Next: AY 23-24*
CAS: B.A. in History	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to revise learning outcomes during the last cycles.	April 2013 *Next: AY 18-19*

CAS: B.A. in International Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded exam questions Student self-evaluations Student blogs	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty created a peer advising system during the last cycles. The department recently outlined a plan to revise the curriculum structure to increase coherence in the upper-level curriculum.	October 2016 *Next: AY 23-24*
CAS: M.A. in International Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Papers and thesis Exit survey	Program and administrative directors coordinate assessment. Results are interpreted, and any changes are decided by, the program advisory board.	For program evaluation and improvement. For example, the program faculty were satisfied with student progress this last cycle, but are expanding their assessment efforts. They are also considering e-portfolios to help students synthesize their higher-level learning.	October 2016 *Next: AY 23-24*
CAS: M.A. International and Development Economics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Oral presentations of their Master Projects using rubric Student exams Exit surveys and interviews	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided that the students needed more training in econometrics and statistics and the faculty teaching these courses coordinated teaching efforts during the last cycles.	April 2015 *Next: AY 21-22*

CAS: B.A. in Japanese Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Oral presentations Student exams Student papers	The Modern and Classical Language department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty are petitioning the curriculum committee to change the structure of their major and increase upper level coursework during the last cycle.	October 2016 *Next: AY 23-24*
CAS: B.A. in Latin American Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Written assignments Class Presentations In-class discussion leading	Assessment is coordinated by the director of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty revised their curriculum, including increasing their language requirement during the last cycles.	March 2017 *Next: AY 23-24*
CAS: B.S. in Mathematics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: ETS Major Field (standardized) Test for Mathematics	Assessment is coordinated by the chair of the program. Results and any needed changes are discussed in department faculty meetings.	For program evaluation and improvement. For example, the program faculty decided that the students have met the learning outcomes during the last cycles.	May 2017 *Next: AY 23-24*

CAS: B.A. in Media Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Video, audio, written projects Student exams Research projects	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, after reviewing syllabi for alignment and curriculum coherence during the last cycles, the program faculty in the process of revising the structure of their major.	May 2016 *Next: AY 22-23*
CAS: M.A. in Migration Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Oral presentations (in-class) Off-campus presentations (NGOs, clients, agencies, etc.) Research project reports Capstone projects Thesis, dissertation	Assessment is coordinated by program director, in conjunction with program faculty. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, after reviewing student self-evaluation surveys	*First: AY 21-22*

CAS: M.A. in Museum Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student projects / portfolios Practicum assignments Student survey Reflection essays	Assessment is coordinated by the program and administrative directors of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program was launched recently and has not completed an assessment cycle and closing the loop activities.	*First: AY 18-19*
CAS: B.A. in Performing Arts and Social Justice	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Signature assignments Case studies Research project reports Critical reading responses Student interview Focus groups	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program revised their Core learning outcomes during the last cycles.	April 2016 *Next: AY 22-23*

CAS: B.A. in Philosophy	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers Assessment of alignment of course methodologies	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty require a 1500+ word count for all critical papers in the lower division introductory philosophy and ethics courses.	February 2014 *Next: AY 20-21*
CAS: B.S. in Physics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Laboratory reports and workbooks	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided that the curriculum is well aligned during the last cycles. They are considering expanding their assessment methods to include the ETS Field Test in Physics.	March 2011 *Next: AY 17-18*
CAS: B.A. in Politics	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Embedded questions Student papers Group research projects and oral presentations	Assessment is coordinated by the chair of the program. Results and any needed changes are discussed in department faculty meetings.	For program evaluation and improvement. For example, the program faculty developed a peer advising system during the last cycles that is used by other programs in the College.	March 2014 *Next: AY 19-20*

CAS: M.A. in Professional Communication	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers	Assessment is coordinated by the program and administrative directors, and assisted by a program assessment committee. Results are discussed with program faculty and steering committee.	For program evaluation and improvement. For example, program faculty plan to more closely align course learning outcomes with program learning outcomes based on first assessment of foundational course.	New program *Next: AY 21-22*
CAS: B.A. in Psychology	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Final research papers	The Faculty Assessment Coordinator organizes the assessment efforts. Results are interpreted, and possible changes decided by, the department faculty at faculty meetings.	For program evaluation and improvement. For example, the program faculty revised the research methods curriculum during the last cycles.	April 2011 *Next: AY 17-18*
CAS: B.A. in Sociology	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Pre-/post-course quizzes on methodology	The department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided the curriculum was effective during the last cycles, but are considering adding a research methods course in response to program review. They also plan to add indirect measures to future assessments to analyze student learning challenges.	April 2013 *Next: AY 19-20*

CAS: B.A. in Spanish	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Language competency interviews (in accordance with American Council on the Teaching of Foreign Language guidelines)	The Modern and Classical Language department assessment committee coordinates assessment efforts. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty revised the structure of the program, including removing courses that were not effective, during the last cycles.	October 2016 *Next: AY 23-24*
CAS: M.A. in Sport Management	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Class presentations and group projects Research project reports, term papers Case Studies Alumni Survey	Assessment is coordinated by the program and administrative directors of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty were satisfied that the students have been meeting the learning outcome during the last cycles.	February 2008 *Next: AY 14-15*
CAS: B.A. in Theology and Religious Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Exit survey	The department chair and assessment coordinator organize the assessment efforts. Results, and any needed changes, are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty decided to restructure their curriculum during the last cycles so that there will be greater coherence in the upper level curriculum.	April 2010 *Next: AY 17-18*

CAS: B.A. in Urban Studies	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Student papers in introductory courses	Assessment is coordinated by the program and administrative directors of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program was launched recently and has not completed an assessment cycle and closing the loop activities.	New Program *First: AY 19-20*
CAS: M.A. in Urban & Public Affairs *MA Urban Affairs and MA Public Affairs were merged into one program in 2016.	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Capstone oral presentations	Assessment is coordinated by the program and administrative directors of the program. Results and any needed changes are discussed in program faculty meetings.	For program evaluation and improvement. The program was launched recently and has not completed an assessment cycle and closing the loop activities.	New Program *First: AY 19-20*
CAS: M.F.A. in Writing	Yes	Online Catalog	Programs assess one (or more) PLO and complete a yearly assessment report, including a summary of data collection, analysis, reflection and description of closing the loop activities. A review of all PLOs is typically completed within a seven-year period or between program reviews. Also: Signature assignment, graded by faculty team using department-created rubric	Assessment is coordinated by the program and administrative directors of the program. Results and any need changes are discussed in program faculty meetings.	For program evaluation and improvement. For example, the program faculty revised the poetry curriculum and thesis guidelines, eliminated an ineffective summer course, and increased support for the student-created journal during the last cycles.	March 2015 *Next: AY 21-22*

UNIVERSITY OF SAN FRANCISCO: SCHOOL OF EDUCATION
Inventory of Educational Effectiveness Indicators

Category	(1) Have formal learning outcomes been developed? Yes/No	(2) Where are these learning outcomes published? (e.g., catalog, syllabi, other materials)	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
SOE: M.A. in Catholic School Leadership	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Culminating Project and other signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17-18 (*Site Visit May '18)*)
SOE: M.A. in Catholic School Teaching	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Culminating Project and other signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17-18 (*Site Visit May '18)*
SOE: M.A. in Counseling Psychology (emphasis in Marriage & Family Therapy)	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Traineeships, signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data	Program Review & improvement, curriculum design.	AY 16-17

SOE: M.A. in Counseling Psychology (emphasis in School Counseling with a Pupil Personnel Services Credential)	Yes	Online Catalog SOE Website Program Brochure Information Booklet Program Handbook	Programs accredited by the CTC submit biennial assessment reports. Completion of School Counseling Credential Program	Faculty and Credential Analyst, Fieldwork Coordinator	Confirm Program completion Program Review & Improvement	CTC Review AY 14-15 *Next: AY 21-22*
SOE: M A. in Digital Media and Learning Fall 2014: New program/name MA in Digital Technologies for Teaching & Learning face-to-face and online	Yes	Online Catalog SOE Website Program Brochure	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Digital Portfolio Culminating Project or Thesis or Field Project, other signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 03-04 (as Ed Tech) *Next: AY 19-20*
SOE: M.A. in International & Multicultural Education (IME)	Yes	Online Catalog SOE Website Program Brochure MA Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Master's Thesis/Field Project	Faculty	Program Review & improvement, curriculum design.	AY 16 - 17
SOE: M.A. in Learning and Instruction (with a Mild/Moderate Education Specialist Credential)	Yes	Online Catalog SOE Website Program Brochure Information Booklet MA Handbook	Programs accredited by the CTC submit biennial assessment reports. Completion of Mild/Moderate Education Specialist Credential Master's Thesis/Field Project, Fieldwork evaluations, portfolio.	Faculty and Program & Fieldwork Manager	Confirm Program completion Program Review & Improvement	CTC Review AY: 14-15 *Next: AY 21-22*
SOE: M.A. Organization and Leadership	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Master's Field Project, signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17-18 *(Site Visit May '18)*

SOE: M.A. in Teaching (with either a Multiple or Single Subject K12 Teaching Credential)	Yes	Online Catalog SOE Website Program Brochure MAT Handbook	Programs accredited by the CTC submit biennial assessment reports. Completion of either Multiple or Single Subject K12 Teaching Credential Program Master's Thesis/Field Project	Faculty, Fieldwork Coordinator, Credential Analyst	Confirm Program completion Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*
SOE: M.A. in Teaching: Urban Education and Social Justice (with either a Multiple or Single Subject K12 Teaching Credential)	Yes	Online Catalog SOE Website Program Brochure MAT Handbook	Programs accredited by the CTC submit biennial assessment reports. Completion of either Multiple or Single Subject K12 Teaching Credential Program Master's Culminating Project	Faculty, Fieldwork Coordinator, Credential Analyst	Confirm Program completion Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*
SOE: M.A. in Teaching Reading (with Reading Certificate)	Yes	Online Catalog SOE Website Program Brochure	Programs accredited by the CTC submit biennial assessment reports. Complete either Multiple or Single Subject K12 Teaching Credential Program or hold valid teaching credential Completion of Reading Certificate course work Supervised Field Experiences	Faculty, Fieldwork Coordinator, Credential Analyst	Confirm Program completion Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*
SOE: M.A. in Teaching English to Speakers of Other Languages (IME)	Yes	Online Catalog SOE Website Program Brochure MA Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Master's Field Project	Faculty	Confirm Program completion Program Review & Improvement	AY 17 – 18 (*Site Visit April '18*)

SOE: Ed.D. Catholic School Leadership	Yes	Online Catalog SOE Website Program Brochure Doctoral Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Dissertation Research and Writing, other signature assignments	Dissertation Committee and program faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17 – 18 *(Site Visit April '18)*
SOE: Ed.D. in International & Multicultural Education	Yes	Online Catalog SOE Website Program Brochure Doctoral Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Dissertation Research and Writing, other signature assignments	Dissertation Committee and program faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 16 - 17
SOE: Ed.D. Learning and Instruction	Yes	Online Catalog SOE Website Program Brochure Doctoral Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Dissertation Research and Writing, other signature assignments	Dissertation Committee and program faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17 – 18 *(Site Visit May '18)*

SOE: Ed.D. in Organization and Leadership	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Dissertation Research and Writing, other signature assignments	Dissertation Committee and program faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	AY 17 – 18 *(Site Visit May '18)*
SOE: Ed.D. in Special Education	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Dissertation Research and Writing	Faculty Dissertation Committee	Confirm Program completion Program Review & Improvement	New Program *First: AY 18-19*

| SOE: K8 Multiple Subjects Teaching Credential | Yes | Online Catalog

SOE Website

Program Brochure

Program Handbook | Programs accredited by the CTC submit biennial assessment reports.

Admissions Requirements:
• CBEST (California Basic Educational Skills Test)
• CSET (State Subject Competency Tests)

Additional CTC Requirements (not course related) required for recommendation:

• Certificate of Clearance verifying a non-criminal record.
• Evidence of a negative tuberculin test.
• CPR (infant, child, adult) training.
• US Constitution (exam or coursework).
• RICA (State Reading Instruction Competency Assessment – Multiple Subject candidates only)

Program Specific Requirements:

• Field Placements (Internship Option available)
• Teacher Performance Assessment (CalTPA) | Faculty
Field Supervisors
Master Teachers
TPA
Assessors | Confirm
Program completion
Recommendation to CTC for Multiple Subject Teaching Credential
Program Review & Improvement | CTC Review AY: 14-15

Next: CTC AY 21-22 |

| SOE: K8 Credential Multiple Subjects with Bilingual Authorization | Yes | Online Catalog

SOE Website

Program Brochure

Program Handbook | Programs accredited by the CTC submit biennial assessment reports.

Admissions Requirements:

• CBEST (California Basic Educational Skills Test)
• CSET (State Subject Competency Tests)
Additional CTC Requirements (not course related) required for recommendation:

• Certificate of Clearance verifying a non-criminal record.
• Evidence of a negative tuberculin test.
• CPR (infant, child, adult) training.
• US Constitution (exam or coursework).
• RICA (State Reading Instruction Competency Assessment – Multiple Subject candidates only
Program Specific Requirements:

• Written and oral knowledge of Language of Emphasis at FSI Level 3
• Passage of two (2) bilingual courses
• Bilingual Field Placements (Internship Option available)
• Teacher Performance Assessment (CalTPA) | Faculty
Field Supervisors
Master Teachers
TPA
Assessors | Confirm
Program completion
Recommendation to CTC for BCLAD Multiple Subject Teaching Credential
Program Review & Improvement | CTC Review AY: 14-15

Next: CTC AY 21-22 |

| SOE: K12 Credential in Single Subject | Yes | Online Catalog

SOE Website

Program Brochure

Program Handbook | Programs accredited by the CTC submit biennial assessment reports.

Admissions Requirements:

• CBEST (California Basic Educational Skills Test)
• CSET (State Subject Competency Tests)

Additional CTC Requirements (not course related) required for recommendation:

• Certificate of Clearance verifying a non-criminal record.
• Evidence of a negative tuberculin test.
• CPR (infant, child, adult) training.
• US Constitution (exam or coursework).
• RICA (State Reading Instruction Competency Assessment – Multiple Subject candidates only

Program Specific Requirements:

• Field Placements (Internship Option available)
• Teacher Performance Assessment (CalTPA) | Faculty

Field Supervisors

Master Teachers

TPA

Assessors | Confirm Program completion.

Recommendation to CTC for Single Subject Teaching Credential

Program Review & Improvement | CTC Review AY: 14-15

Next: CTC AY 21-22 |

| SOE: K12 Credential Single Subject with Bilingual Authorization | Yes | Online Catalog

SOE Website

Program Brochure

Program Handbook | Programs accredited by the CTC submit biennial assessment reports.

Admissions Requirements:

• CBEST (California Basic Educational Skills Test)
• CSET (State Subject Competency Tests)

Additional CTC Requirements (not course related) required for recommendation:

• Certificate of Clearance verifying a non-criminal record.
• Evidence of a negative tuberculin test.
• CPR (infant, child, adult) training
• US Constitution (exam or coursework)
• RICA (State Reading Instruction Competency Assessment – Multiple Subject candidates only

Program Specific Requirements:

• Written and oral knowledge of Language of Emphasis at FSI Level 3
• Passage of two (2) Bilingual courses
• Bilingual Field Placements (Internship Option available)
• Teacher Performance Assessment (CalTPA) | Faculty
Field Supervisors
Master Teachers
TPA
Assessors | Confirm

Program completion

Recommendation to CTC for BCLAD Single Subject Teaching Credential

Program Review & Improvement | CTC Review AY: 14-15

Next: CTC AY 21-22 |

SOE: Mild/Moderate Education Specialist Credential	Yes	Online Catalog SOE Website Program Brochure Information Booklet	Programs accredited by the CTC submit biennial assessment reports. **Admissions Requirements:** • CBEST (California Basic Educational Skills Test) • CSET (State Subject Competency Tests) **Additional CTC Requirements (not course related) required for recommendation:** • Certificate of Clearance verifying a non-criminal record. • Evidence of a negative tuberculin test. • CPR (infant, child, adult) training • US Constitution (exam or coursework) • RICA (State Reading Instruction Competency Assessment) **Program Specific Requirements:** • Beginning Teacher Preparation Intensive	Faculty Field Supervisors	Confirm Program completion Recommendation to CTC for Mild/Moderate Education Specialist Credential Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*

SOE: Credential in Preliminary Administrative Services	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Programs accredited by the CTC submit biennial assessment reports. **Admissions Requirements:** • CBEST (California Basic Educational Skills Test) • California Teaching or Services Credential with minimum 5 years full- time experience appropriate to credential held **Program Specific Requirements:** • Field Experience	Faculty Field Supervisors	Confirm Program completion Recommendation to CTC for Preliminary Administrative Services Credential Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*
SOE: Credential in Professional Administrative Services	Yes	Online Catalog SOE Website Program Brochure Program Handbook	Programs accredited by the CTC submit biennial assessment reports. **Admissions Requirements:** • Valid Preliminary Administrative Services Credential • Be employed in a position requiring that credential **Program Specific Requirements:** • Field Experience	Faculty Field Supervisors	Confirm Program completion Recommendation to CTC for Preliminary Administrative Services Credential Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*

SOE: Credential in Pupil Personnel Services	Yes	Online Catalog SOE Website Program Brochure Information Booklet Program Handbook	Programs accredited by the CTC submit biennial assessment reports. **Admissions Requirements:** • CBEST (California Basic Educational Skills Test) • Certificate of Clearance or copy of valid California Basic Teaching Credential or Emergency Permit. **Program Specific Requirements:** • Fieldwork Practicum • Traineeship and/or Internships	Faculty Field Supervisors	Confirm Program completion Recommendation to CTC for PPS Credential Program Review & Improvement	CTC Review AY: 14-15 *Next: CTC AY 21-22*
SOE: MA in Higher Education & Student Affairs	Yes	Online Catalog SOE Website Program Brochure Information Booklet Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Capstone Project, other signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	New Program *First: AY 18-19*
SOE: MA in Human Rights Education	Yes	Online Catalog SOE Website Program Brochure Information Booklet Program Handbook	Program will prepare an assessment report with summaries of data collection, analysis, reflection and closing the loop. Thesis/Field Project and other signature assignments	Faculty design and implement the process with support from the Director of Assessment. One PLO is assessed per year. Faculty review signature assignment evidence and indirect data.	Program Review & improvement, curriculum design.	New Program *First: AY 18-19*

UNIVERSITY OF SAN FRANCISCO: SCHOOL OF MANAGEMENT
Inventory of Educational Effectiveness Indicators

Category	(1) Have formal learning outcomes been developed? *Yes/No*	(2) Where are these learning outcomes published (e.g., catalog, syllabi, other materials)?	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)?	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
SOM: Bachelor of Science in Business Administration (BSBA)	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Course embedded assignments Capstone Course where many LOs are assessed Global Perspective Inventory (GPI) External raters score written and oral assignments.	Members of the Undergraduate Program Committee (UPC), in collaboration with department chairs, will oversee the assessment process. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement	Members of the UPC review performance assessments and recommendations for improvement. Department chairs then oversee necessary initiatives to improve instruction, program features and/or course content.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*
SOM: Bachelor of Science in Management (BSM)	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Course embedded assignments Capstone Course where many LOs are assessed Global Perspective Inventory (GPI) External raters score written and oral assignments.	Members of the Undergraduate Program Committee (UPC), in collaboration with department chairs, will oversee the assessment process. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement	Members of the UPC review performance assessments and recommendations for improvement. Department chairs then oversee necessary initiatives to improve instruction, program features and/or course content.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*

SOM: Master of Business Administration (MBA)	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Capstone Course where all LOs are assessed	Members of the Graduate Program Committee (GPC), in collaboration with MBA program director and Grad Associate Dean, will oversee the assessment process. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement. MBA program has representation on AoL committee.	The Graduate Associate Dean and MBA Program Director initiate changes in the curriculum. They meet regularly with faculty to discuss significant changes to the curriculum or courses. Smaller changes or closer integration with other courses in the MBA Core are achieved by faculty in the MBA Dept.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*
SOM: Executive Master of Business Administration (Executive MBA)	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Course embedded assignments. Papers scored by rubrics Pre & Post tests administered by Peregrine	EMBA Program Director and Graduate Associate Dean work in conjunction with EMBA faculty to review assessment. The AoL Committee reviews all assessment reports each year. and contributes suggested actions. EMBA Program has representation on AoL Committee.	EMBA Program Director and Graduate Associate Dean oversee necessary initiatives to improve instruction, program features and/or course content.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*

SOM: Master in Global Entrepreneurial Management (offered in conjunction with Fu Jen University (Taiwan) and Institut Quimic de Sarria (Spain))	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Embedded questions in the final exam Written case analysis on an assigned case Project paper Final Project presentation Peer evaluation Final Project Paper Indirect measures include surveys and one-on-one meetings with current students and alumni. Curriculum is evaluated each August based on both student survey, and faculty review across the three universities.	The MGEM Academic Director at USF is responsible for the assessment of program, and is responsible for managing and reporting the assessment activities. The AoL Committee reviews all assessment reports each year. and contributes suggested actions.	The MGEM Academic Director at USF presents a summary of the assessment results to the MGEM program faculty in year 2 of each assessment cycle. Faculty review assessments and make recommendations to improve instructional techniques, program features, or course content.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*
SOM: Master of Science in Organization Development	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Self-Assessment Paper Project Case Analysis Service Learning Project Written Analysis Capstone Project Also, the Department also collects indirect data via: End-of-Course Student Self-Assessments Joint Full-time and Part-time Faculty Meetings Periodic Student and Alumni Surveys.	External raters evaluate outcomes. Department faculty in collaboration with Program Director reviews results. The AoL Committee reviews all assessment reports each year. and contributes suggested actions. MSOD Program has representation on AoL Committee.	The Department's process: **[1]** making specific course improvements, including teaching and learning materials on an as needed basis and **[2]** Reviewing departmental programmatic and curricular offerings on an annual basis. Whenever possible, student representatives will be included in discussions about prospective changes to departmental programmatic and curricular offerings.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*

SOM: Master of Nonprofit Administration	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Capstone Seminar Summary Project Course assignments	Outcome is evaluated by instructor in charge. Any findings (strengths/ weaknesses) are reported to the program director	The findings are used to guide the periodic revision of the program curriculum.	Nonprofit Academic Center Council (NACC) *Planned application: AY 18-19*
SOM: Master of Public Administration	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Each learning outcome is assessed using course-embedded exams or assignments and the following process: Faculty members conduct course-embedded assessments of individual student written assignments or exams using course material developed or approved by MPA Program faculty Where case method is employed, faculty have adopted a shared model to select and evaluate cases, in preparation for the students' final case analysis in PA 650 Integrative Seminar, the capstone course. Assessment in the MPA Program is on a one-year continuous cycle of three components: Planning for new cycle of assessment, including changes in the data collected or protocol for analysis; Data collection, analysis and initial reporting; Evidence-based change (Closing the loop)	Outcome is evaluated by instructor in charge. Any findings (strengths/ weaknesses) are reported to the program director	The findings are used to guide the periodic revision of the program curriculum.	NASPAA, 2012 *Next: NASPAA Self-Study: AY 17-18 Site Visit: AY 18-19*

SOM: Master of Public Administration with Concentration in Health Services Administration	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Written Comprehensive Case Analysis Examination	Outcome is evaluated by instructor in charge. Any findings (strengths/ weaknesses) are reported to the program director	The findings are used to guide the periodic revision of the program curriculum.	NASPAA, 2012 *Next: NASPAA Self-Study: AY 17-18 Site Visit: AY 18-19*
SOM: Master of Science in Financial Analysis	Yes	Online Catalog	Direct assessment of at least 1 PLO each year. Includes summary of data collection, analysis, reflection, and closing the loop activities. Course-embedded exams or assignments	Course faculty evaluate in conjunction with the Program Director. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement. MSFA program has representation on AoL committee.	The findings are used to guide the periodic revision of the program curriculum.	AACSB, 2017 *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*

SOM: Master of Science in Entrepreneurship and Innovation	Yes	Online Catalog	Program will be doing direct assessment of at least 1 PLO each year. Will include summary of data collection, analysis, reflection, and closing the loop activities. Project Proposal/ Final Launch Process Analysis	Course instructor/ external evaluator/ peer faculty reviewer. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement.	Summary of the program director/ faculty discussions of the results and recommendations for program improvement	New program as of fall 2017. *Next: AACSB, Maintenance Report and Site Visit: AY 20-21*
SOM: Master of Science in Information Systems	Yes	Online Catalog	Program will be doing direct assessment of at least 1 PLO each year. Will include summary of data collection, analysis, reflection, and closing the loop activities. Course embedded assignments.	Information Systems Program Director will be responsible for assessment, working with each instructor to carry out the assessment. The Assurance of Learning (AoL Committee) reviews all assessment done during the year and contributes suggestions for improvement.	An overall assessment of the achievement of program learning outcomes will be prepared on an annual basis by the Program Director and shared with the faculty through email distribution and at the annual faculty meeting. Changes in the curriculum or in individual courses suggested by the assessment will be implemented.	Program Review, AY 17-18 (External Review Feb. 2018)

UNIVERSITY OF SAN FRANCISCO: SCHOOL OF NURSING AND HEALTH PROFESSIONS

Inventory of Educational Effectiveness Indicators

Category	(1) Have formal learning outcomes been developed? *Yes/No*	(2) Where are these learning outcomes published (e.g., catalog, syllabi, other materials)?	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)?	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
SONHP: B.S.N.	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing/ SONHP BSN Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	Successful completion of the Clinical Capstone Exit HESI (standardized computerized comprehensive exam) used as a direct measure to assess learning outcomes Specialty HESI exams in selected courses NCLEX (RN licensure exam) California Public health nurse Certificate Employment rates Graduation Rates Alumni Survey Employer Survey	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairperson and Faculty	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report	CCNE 2008 CA BRN Pre-licensure Program Approval 2009 CCNE 2014 CA BRN Pre-licensure Program Approval 2015 *Next: CA BRN Program Approval 2020; next CCNE accreditation for BSN, MSN and DNP programs scheduled for 2024*

| SONHP: M.S.N. (for applicants with a bachelor's degree in a field outside of nursing) | Yes | Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing SONHP MSN Student Handbook located on Student Portal on Canvas LMS entered through USF Connect Syllabi | Successful Completion of the Nursing Leadership Internship Exit HESI (standardized computerized comprehensive exam) used as direct measure to assess learning outcomes NCLEX (RN licensure exam) Direct measure used to assess student-learning outcomes from end of program poster session. California Public health nurse Certificate Employment rates Graduation Rates Alumni Survey Employer Survey | SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. | Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report | CCNE 2008 BRN Pre-licensure Program Approval 2009 CCNE 2014 BRN Pre-licensure Program Approval 2015 *Next: CA BRN Program Approval 2020; next accreditation for BSN, MSN and DNP programs 2024* |

| SONHP: M.S.N. (for the RN) (BSN-MSN) | Yes | Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing SONHP RN-MSN Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect; SONHP Online MSN Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Student Portal Syllabi | Successful Completion of the Nursing Leadership Internship Direct measure used to assess student-learning outcomes from end of program poster session. Alumni Survey Employer Survey | SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. | Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report | CCNE 2008 CCNE 2014 *Next: CA BRN Program Approval 2020; next accreditation for BSN, MSN and DNP programs 2024* |

| SONHP: M.S.N. (for the RN) (ADN to MSN) | Yes | Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing SONHP RN-MSN Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect; SONHP Online MSN Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi | Public Health Nurse Certificate Successful Completion of the Nursing Leadership Internship Direct measure used to assess student-learning outcomes from end of program poster session. Alumni Survey Employer Survey | SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. | Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report | CCNE 2008 CCNE 2014 *Next: accreditation for BSN, MSN and DNP programs 2024* |
| SONHP: D.N.P. / B.S.N. - F.N.P | Yes | Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing DNP Student Portal located on the Student Portal on Canvas LMS entered through USF Connect Syllabi | AACN outcome competences Practice standards Direct measure used to assess student-learning outcomes. Qualifying Project Evidence-based change in practice Project Public presentation of DNP project ANCC Advanced Practice Certification Alumni Survey and Employer Survey | SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. | Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report | CCNE 2009 CCNE 2014 CA BRN NP Program Approval 2015 *Next: accreditation for BSN, MSN and DNP programs scheduled for 2024* |

| SONHP: D.N.P. / M.S.N. - F.N.P | Yes | Online Catalog https://www.usfca.edu/catalog/

USF SONHP website

http://www.usfca.edu/nursing

DNP Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect

SONHP FNP Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect

Syllabi | AACN outcome competences Practice standards

Direct measure used to assess student-learning outcomes.

Qualifying Project

Evidence-based change in practice Project

Public presentation of DNP project

ANCC Advanced Practice Certification

Alumni Survey

Employer Survey | SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. | Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer;

Specifics are documented in the CCNE Self-Study Report | CCNE 2009

CCNE 2014

CA BRN NP Approval 2015

Next: accreditation for BSN, MSN and DNP programs scheduled for 2024 |

SONHP: D.N.P. / B.S.N. – Population Health Care Leadership	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing DNP Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	AACN outcome competences Practice standards Direct measure used to assess student-learning outcomes. Qualifying Project Evidence-based change in practice Project Public presentation of DNP project National Certification in Leadership Alumni Survey Employer Survey	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty.	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report	CCNE 2009 CCNE 2014 *Next: accreditation for BSN, MSN and DNP programs scheduled for 2024*
SONHP: D.N.P. / M.S.N. – Population Health Care Leadership	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing DNP Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	AACN outcome competences Practice standards Direct measure used to assess student-learning outcomes. Qualifying Project Evidence-based change in practice Project Public presentation of DNP project National Certification in Leadership Alumni Survey Employer Survey	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty.	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CCNE Self-Study Report	CCNE 2008 CCNE 2014 *Next: accreditation for BSN, MSN and DNP programs scheduled for 9/2014*

SONHP: Masters of Public Health (MPH)	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing/master/overview/ SONHP MPH Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect; USF MPH Fieldwork Experience Handbook Syllabi	An original graduate project based on the culmination of their classroom learning, a 300-hour fieldwork internship, and a capstone synthesis that demonstrates mastery of the profession. Direct measure used to assess student-learning outcomes Public Health Day, which follows an APHA Conference-style with Poster/Oral Presentations made by graduating students CEPH competencies Alumni Survey Employer Survey	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. MPH Program Director reviews student progress and make recommendations as appropriate	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer; Specifics are documented in the CEPH Self-Study Report.	CEPH 2014 *Next: CEPH accreditation 2019*
SONHP: M.S. Behavioral Health	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing/master/overview/ SONHP MSBH Student Handbook Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	Completion of 240 hours of fieldwork and a capstone project Final paper will be used as direct measure to assess student-learning outcomes Alumni Survey Employer Survey	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. MSBH Coordinators review student progress and make recommendations as appropriate	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer.	No specialty accrediting body. *Initial SONHP program review due 2018*

SONHP: PsyD	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing/Doctoral/overview/ SONHP PsyD Student Handbook Student Handbook located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	3000 hours of supervised internship (SPE) Minimum of 1200 hours of clinical practica starting in year 1 Doctoral Qualifying examination Comprehensive clinical presentation Direct measures used to assess student-learning outcomes PsyD dissertation involving original quantitative or qualitative research, theoretical scholarship, program evaluation or development, critical literature analysis, or clinical application and analysis EPPP (Examination for Professional Practice in Psychology) licensing exam CPSE (California Psychology Supplemental Examination)	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty. PsyD Coordinators review student progress and make recommendations as appropriate.	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer.	APA Accreditation review completed in 2017.
SONHP: Master of Healthcare Informatics	Yes	Online Catalog https://www.usfca.edu/catalog/ USF SONHP website http://www.usfca.edu/nursing/master/overview/ Online student orientation located on the Student Portal on Canvas LMS entered through USF Connect Syllabi	Master's project Direct measure used to assess student-learning outcomes. AMIA and IMIA expected to announce requirements for certification for master's level health informatics professionals and programs.	SONHP Program Evaluation Committee (PEC) reviews the outcome data and makes reports and recommendations as appropriate to Leadership Council, Curriculum Committee, Academic Standards Committee Department Chairpersons and Faculty.	Faculty and SONHP leadership use the outcome data to assess program outcomes and determine effectiveness of outcomes for the graduate and employer.	No specialty accrediting body. *Initial SONHP program review due 2018*

UNIVERSITY OF SAN FRANCISCO: SCHOOL OF LAW
Inventory of Educational Effectiveness Indicators

Category	(1) Have formal learning outcomes been developed? Yes/No	(2) Where are these learning outcomes published? (e.g., catalog, syllabi, other materials)	(3) Other than GPA, what data / evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of the last program review for this degree program.
SOL: J.D. program	Yes	Online Catalog (SOL) Syllabi	Upper Level Research and Writing Project Bar Skills Courses Bar Exam PLOs have been adopted and moving toward the direct assessment of at least 1 PLO each year.	Faculty review writing and exams and, in bar skills courses administer, grade, and provide feedback on practice bar exams.	By Assoc. Dean for curriculum reform proposals through committees and to faculty vote. Also, used to adjust skills training offerings and content. And to adjust teaching methods within substantive courses	(ABA) AY 14-15 *Next:* *AY 23-24*
SOL: Tax LLM	Yes	Online Catalog (SOL)	Specially designed survey for employers of graduates to assess achievement of PLOs. Direct assessment of 1 PLO each year.	Surveys designed and evaluated by Associate Director, Academic Director, Associate Dean, select faculty and Assessment team.	Evaluation of surveys and other data leads to consideration of course offerings and content of courses.	New Program implemented in 2014 *Next:* *AY 21-22*
SOL: Masters of Legal Studies in Taxation	Yes	Online Catalog (SOL)	Specially designed survey for employers of graduates to assess achievement of PLOs. Direct assessment of 1 PLO each year.	Surveys designed and evaluated by Associate Director, Academic Director, Associate Dean, select faculty and Assessment team.	Evaluation of surveys and other data leads to consideration of course offerings and content of courses.	New program implemented in 2015. *Next:* *AY 22-23*

| SOL: IP LLM | Yes | Online Catalog (SOL) Syllabi | Required capstone seminar class Master thesis | Faculty review student performance | Course content is revised periodically | 2009-2019 *Next: AY18-19* |
| SOL: ICL LLM | Yes | Online Catalog (SOL) Syllabi | Ensure that students have passing grades in required classes (American Legal System I and II) totaling required units for graduation (25) | Faculty review student performance | Course content is revised periodically | 2009-2010 *Next: AY18-19* |