**Program: Psychology**

<table>
<thead>
<tr>
<th>Student Learning Outcome</th>
<th>LO 1A for Fundamental Courses</th>
<th>LO 1B for Discipline Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upon successful completion of the Psychology Program, the student will earn a BA degree and will:</td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, in class presentations, and discipline-specific research.</td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, and discipline-specific research.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Related Core Learning Outcome(s)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Comprehension: Think critically, creatively, and analytically Analyze and solve complex problems; demonstrate quantitative reasoning and scientific literacy; and explore the relationship of contemporary and historical events and issues</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Related IDEA Objective(s)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Obj. 1 Basic cognitive background (gaining factual knowledge, fundamental principles, generalizations, and theories)</td>
<td>Obj. 1 Basic cognitive background (gaining factual knowledge, fundamental principles, generalizations, and theories) – demonstrated in exams</td>
<td>Obj. 1 Basic cognitive background (gaining factual knowledge, fundamental principles, generalizations, and theories) – demonstrated in exams</td>
</tr>
<tr>
<td>Obj. 3 Applications (learning to apply course material to improve thinking, problem solving, and decisions)</td>
<td>Obj. 3 Applications (learning to apply course material to improve thinking, problem solving, and decisions) – demonstrated in signature assignments</td>
<td></td>
</tr>
<tr>
<td>Obj. 13 Quantitative literacy (Learning appropriate methods for collecting, analyzing and interpreting numerical information) for Psych 202</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Area of Development**

<table>
<thead>
<tr>
<th>How do students learn this? In what course(s) and/or co-curricular experience(s)? (Mapping of Program courses to Program Outcomes)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fundamental Courses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psych 201 Advance General Psychology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psych 202 Behavioral Science Statistics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psych 460 Capstone Senior Seminar</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: All courses above needs to list the IDEA Obj. #1 and #3 as relevant objectives. Psych 202 needs to list the IDEA Obj. #13 in addition.

<table>
<thead>
<tr>
<th></th>
<th><strong>Discipline Courses (4 courses – courses vary by semester)</strong></th>
<th><strong>Theory/Methodology Courses (2 courses – courses vary by semester)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Psych 212 Developmental Psychology</td>
<td>Psych 220 Personality</td>
<td></td>
</tr>
<tr>
<td>Psych 230 Positive Psychology</td>
<td>Psych 275 Learning</td>
<td></td>
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<tr>
<td>Psych 280 Social Psychology</td>
<td></td>
<td></td>
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<tr>
<td>Psych 290 Motivation</td>
<td></td>
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<tr>
<td>Psych 330 Psychopathology</td>
<td></td>
<td></td>
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<tr>
<td>Psych 360 Psychobiology</td>
<td></td>
<td></td>
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<tr>
<td>Psych 370 Industrial Organizational Psychology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psych 380 Cognitive Psychology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psych XXX Health Psychology</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Program: Psychology

<table>
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<th>Student Learning Outcome</th>
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<tbody>
<tr>
<td>Upon successful completion of the Psychology Program, the student will earn a BA degree and will:</td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, in class presentations, and discipline-specific research.</td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, and discipline-specific research.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Elective Courses (5 courses – courses vary by semester)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Psych 325 Clinical Counseling</td>
<td>Psych 385 Evolutionary Psychology</td>
<td></td>
</tr>
<tr>
<td>Psych 390 Experimental Psychology</td>
<td>Psych 430 History and System</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Behavioral Health Intervention Minor (6 courses – courses vary by semester)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Psych 255 Foundations of Behavioral Health</td>
<td>Psych 330 Psychopathology</td>
<td></td>
</tr>
<tr>
<td>Psych 335 Psychology of Addiction</td>
<td>Psych 345 Clinical Skills: Motivational Enhancement Therapy</td>
<td></td>
</tr>
<tr>
<td>Psych 355 Behavioral Health Intervention</td>
<td>Psych 455 Trauma and Crisis Intervention</td>
<td></td>
</tr>
</tbody>
</table>

How and in what course do they demonstrate that they’ve achieved this outcome?

**Direct Evidence**
<table>
<thead>
<tr>
<th><strong>Program: Psychology</strong></th>
<th><strong>LO 1A for Fundamental Courses</strong></th>
<th><strong>LO 1B for Discipline Courses</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Learning Outcome</strong></td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, in class presentations, and discipline-specific research.</td>
<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, and discipline-specific research.</td>
</tr>
<tr>
<td>Upon successful completion of the Psychology Program, the student will earn a BA degree and will:</td>
<td>Psych 201 Advance General Psychology</td>
<td>In the fall semester, one course at the 200 level will have its final exam results analyzed.</td>
</tr>
<tr>
<td></td>
<td>Psych 202 Behavioral Science Statistics</td>
<td>In the spring semester, one course at the 200 level will have its signature assignment analyzed in accordance with a rubric.</td>
</tr>
<tr>
<td>Formative Assessment will occur in …</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summative Assessment will occur in…</td>
<td>Psych 460 Capstone Senior Seminar</td>
<td>In the fall semester, one course at the 300/400 level will have its final exam results analyzed.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In the spring semester, one course at the 300/400 level will have its signature assignment analyzed in accordance with a rubric.</td>
</tr>
</tbody>
</table>

**Indirect Evidence**

**IDEA Student Ratings of Instruction**

Student ratings of learning on relevant objectives listed for this outcome:

For Psych 201, Psych 202, and Psych 460:

**Obj. 1 Basic cognitive background**  
(gaining factual knowledge, fundamental principles, generalizations, and theories)

**Obj. 3 Applications**  
(learning to apply course material to improve thinking, problem solving, and decisions)

For Psych 202, also:

**Obj. 13 Quantitative literacy**  
(the ability to reason and solve quantitative problems from a wide array of authentic contexts and everyday life situations. Students understand and can create sophisticated arguments supported by quantitative evidence and they can clearly communicate those arguments in a variety of formats (using words, graphs, tables, etc.).

Student ratings of learning on relevant objectives listed for this outcome:

**Obj. 1 Basic cognitive background**  
(gaining factual knowledge, fundamental principles, generalizations, and theories)

**Obj. 3 Applications**  
(learning to apply course material to improve thinking, problem solving, and decisions)
Program: Psychology | LO 1A for Fundamental Courses | LO 1B for Discipline Courses
---|---|---
**Student Learning Outcome**
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, in class presentations, and discipline-specific research.
- **tables, graphs, mathematical equations, etc., as appropriate** for Psych 202.

Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, and discipline-specific research.

**Assessment Protocol**

**How and when do you assess the achievement of all students in your program before they graduate and record the results of your assessment?**

**Direct Evidence**

**Formative Assessment**
Psych 201 and Psych 202 are required courses in the psychology major.

In Psych 201, students will submit and present a literature review. The paper will be evaluated by the AACU Value rubric for Information Literacy or NU’s rubrics for Writing Assignments.

In Psych 202, students will complete a comprehensive exam which will be evaluated by specific item analysis and by the AACU Value rubric for Quantitative Literacy.

In the fall semester, one course at the 200 level will have its exam results analyzed. A minimum of 5 questions will be embedded in the final exam that are related to the program objectives in theory, principles, and applications. The exam analysis will be shared and discussed in a workgroup meeting.

In the spring semester, one course at the 200 level will have its signature assignment analyzed in accordance with a rubric. The faculty will evaluate the results and discuss how to improve student performance.

**Summative Assessment**
Psych 460 is a required course in the psychology major. The signature assignment for this course is undergraduate research involving an integration of material across various courses in the program’s curriculum. Students are expected to submit a research paper and to present the research project to the class. The research paper and the presentation will be evaluated by the AACU Value rubrics for Inquiry and Analysis and Oral Communication or NU’s rubrics.

In the fall semester, one course at the 300/400 level will have its exam results analyzed. A minimum of 5 questions will be embedded in the final exam that are related to the program objectives in theory, principles, and applications. The exam analysis will be shared and discussed in a workgroup meeting.

In the spring semester, one course at the 300/400 level will have its signature assignment analyzed in accordance with a rubric. The faculty will evaluate the
## Program: Psychology

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<tr>
<th>LO 1A for Fundamental Courses</th>
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</table>

### Student Learning Outcome

Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- for Writing Assignments and Oral Presentations.
- results and discuss how to improve student performance.

### Indirect Evidence

#### IDEA Student Ratings of Instruction

Student ratings of learning on relevant objectives listed for this outcome: **Obj. #1 Basic cognitive background and #3 Applications** for Psych 201, Psych 202, and Psych 460; in addition, **Obj. #13 Quantitative literacy for Psych 202**.

Student ratings of learning on relevant objectives listed for this outcome: **Obj. #1 Basic cognitive background and #3 Applications**.

### What do you consider satisfactory achievement of this outcome? WHY?

#### Direct Assessment

<table>
<thead>
<tr>
<th>Formative Assessment</th>
<th>Summative Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psych 201: Student work is expected to meet the criteria of the rubrics at Level 1 (Beginning) or above. At least 80% of students will achieve the stated objectives. At least 10% of students will exceed the expectations for stated objectives.</td>
<td>Psych 460: Student work is expected to meet the criteria of the rubrics at Level 3 (Accomplished/Milestone 3) or above and no score at Level 1 (beginning).</td>
</tr>
<tr>
<td>Psych 202: 80% of students will correctly answer the 5 (or more) embedded questions related to the program objectives in theory, principles, and applications. At least 10% of students will exceed the expectations for stated objectives.</td>
<td>Final exam in a 200 level course 80% of students will correctly answer the 5 (or more) embedded questions related to the program objectives in theory, principles, and applications. At least 10% of students will exceed the expectations for stated objectives.</td>
</tr>
<tr>
<td>Final exam in a 200 level course <strong>Signature assignment in a 200 level course</strong></td>
<td>Final exam in a 300/400 level course 80% of students will correctly answer for the 5 (or more) embedded questions related to the program objectives in theory, principles, and applications.</td>
</tr>
</tbody>
</table>
# Program: Psychology

**Student Learning Outcome**

Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

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<td>Demonstrate knowledge of the Principles and Theories aligned with the psychology as evidenced in course testing, and discipline-specific research.</td>
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</tbody>
</table>

At least 80% of students will achieve this expectation. At least 10% of students will meet the criteria at Level 4 (Mastery/Capstone).

**Indirect Assessment**

| IDEA Student Ratings of Instruction | At least 60% of classes in the program choosing the above relevant objectives will have student rating of learning at or above the IDEA norm. | At least 60% of classes in the program choosing the above relevant objectives will have student rating of learning at or above the IDEA norm. |

**Time Frame**

**Time Frame for Assessing the outcome.**

Note: Program assessment follows a three year cycle. Indicate in which year of the cycle the assessment results will be analyzed. Assessment data can be collected yearly.

Student work and rubric results will be collected from each course each time it is offered. Faculty will analyze the results of the rubric assessments in Year 1 of the three-year cycle for this assessment plan (2016-2017).

Student work and rubric results will be collected from each course each time it is offered. Faculty will analyze the results of the rubric assessments in Year 2 of the three-year cycle for this assessment plan (2017-2018).
**Program:**

<table>
<thead>
<tr>
<th>Student Learning Outcome</th>
<th>LO 2</th>
<th>LO 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upon successful completion of the Psychology Program, the student will earn a BA degree and will:</td>
<td>Demonstrate clear communication both in written and oral formats, analytical and critical thinking, and appropriate use of resources as evidenced in research conducted in the discipline, classroom presentations and discussion, and academic writing.</td>
<td>Prepare for the profession that includes demonstration of the skills of the profession, evidence of teamwork that benefits the workplace, and application of theory to practice.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Related Core Learning Outcome(s)</th>
<th>Related IDEA Objective(s)</th>
<th>Area of Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comprehension: Think critically, creatively, and analytically Analyze and solve complex problems; demonstrate quantitative reasoning and scientific literacy; and explore the relationship of contemporary and historical events and issues</td>
<td><strong>Obj. 8 Communication Skills</strong> (developing skill in expressing oneself orally or in writing) <strong>Obj. 9 Information literacy</strong> (learning how to find and use resources for answering questions or solving problems) <strong>Obj. 11 Critical analysis</strong> (learning to analyze and critically evaluate ideas, arguments, and points of view)</td>
<td><strong>Obj. 3 Applications</strong> (learning to apply course material to improve thinking, problem solving, and decisions) <strong>Obj. 4 Professional skills &amp; viewpoints</strong> (Developing specific skills, competencies, and points of view needed by professionals in the filed most closely related to this course) <strong>Obj. 5 Team skills</strong> (acquiring skills in working with others as a member of a team)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How do students learn this? In what course(s) and/or co-curricular experience(s)? (Mapping of Program courses to Program Outcomes)</th>
<th>How and in what course do they demonstrate that they’ve achieved this outcome?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psych 301 Research Methods I Psych 460 Capstone Senior Seminar</td>
<td>Psych 355 BHI minor A&amp;S 495/A&amp;S 496 Internship</td>
</tr>
</tbody>
</table>
**Program:** LO 2  
**Student Learning Outcome**  
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:  
Demonstrate clear communication both in written and oral formats, analytical and critical thinking, and appropriate use of resources as evidenced in research conducted in the discipline, classroom presentations and discussion, and academic writing.

**Formative Assessment will occur in …**  
Psych 301

**Summative Assessment will occur in…**  
Psych 460

**Indirect Evidence**  
IDEA Student Ratings of Instruction  
Student ratings of learning on relevant objectives listed for this outcome:  
- **Obj. 8 Communication Skills** (developing skill in expressing oneself orally or in writing)  
- **Obj. 9 Information literacy** (learning how to find and use resources for answering questions or solving problems)  
- **Obj. 11 Critical analysis** (learning to analyze and critically evaluate ideas, arguments, and points of view)

**How and when do you assess the achievement of all students in your program before they graduate and record the results of your assessment?**

**Assessment Protocol**

**Direct Evidence**

<table>
<thead>
<tr>
<th>Formative Assessment</th>
<th>Psych 301 is a required course in the psychology major.</th>
<th>Psych 355 is a required course in the BHI minor.</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Psych 301, students will submit and present a research proposal. The paper will be evaluated by the AACU Value rubric or NU’s rubrics for Writing Assignments. The presentation will be evaluated by the AACU Value rubric or NU’s rubrics for Writing Assignments.</td>
<td>Upon successful completion of Psych 355, students will receive a certification for behavioral health intervention. The certificate earned will be evidence for formative assessment.</td>
<td></td>
</tr>
</tbody>
</table>
### Program: Psychology Program

#### Student Learning Outcome
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- Demonstrate clear communication both in written and oral formats, analytical and critical thinking, and appropriate use of resources as evidenced in research conducted in the discipline, classroom presentations and discussion, and academic writing.

- Prepare for the profession that includes demonstration of the skills of the profession, evidence of teamwork that benefits the workplace, and application of theory to practice.

#### Summative Assessment
- **Psych 460** is a required course in the psychology major. The signature assignment for this course is undergraduate research involving an integration of material across various courses in the program’s curriculum.

  - Students are expected to submit a research paper and to present the research project to the class.

  - The research paper and the presentation will be evaluated by the AACU Value rubrics or NU’s rubrics for Oral Presentation.

- Internship is not a requirement in the psychology major. However, students are encouraged to complete an internship.

  - Students are evaluated on 25 work-related characteristics on 5-point scales by their internship employers. Employer evaluation form will be evidence for summative assessment.

#### Indirect Evidence
- **IDEA Student Ratings of Instruction**

  - Program results on relevant objectives listed above for this outcome.

#### What do you consider satisfactory achievement of this outcome? WHY?

### Direct Assessment

#### Formative Assessment
- Student work in Psych 301 is expected to meet the criteria of the rubrics at Level 2 (Developing) or above.

  - At least 70% of students will achieve this expectation.

  - At least 10% of students will meet the criteria at Level 3 (Accomplished).

#### Summative Assessment
- Student work in Psych 460 is expected to meet the criteria of the rubrics at Level 3 (Accomplished) or above and no score at Level 1 (beginning).

  - At least 70% of students will achieve this expectation.

  - Students in A&S 495/A&S 496 are expected to receive the mean of 3.5 on a 5-point scale on the employer evaluation form.

  - At least 80% of students will achieve this expectation.
Program: LO 2 | LO 3
---|---
**Student Learning Outcome**
Upon successful completion of the Psychology Program, the student will earn a BA degree and will: | Demonstrate clear communication both in written and oral formats, analytical and critical thinking, and appropriate use of resources as evidenced in research conducted in the discipline, classroom presentations and discussion, and academic writing. | Prepare for the profession that includes demonstration of the skills of the profession, evidence of teamwork that benefits the workplace, and application of theory to practice. |
| At least 10% of students will meet the criteria at Level 4 (Mastered/Capstone). | At least 10% of students will receive an average of 4.0 on a 5-point scale on an employer evaluation form. |

**Indirect Assessment**

IDEA Student Ratings of Instruction

At least 60% of classes in the program choosing the above relevant objectives will have student rating of learning at or above the IDEA norm. | At least 60% of classes in the program choosing the above relevant objectives will have student rating of learning at or above the IDEA norm. |

**Time Frame**

**Time Frame for Assessing the outcome.**
Note: Program assessment follows a three year cycle. Indicate in which year of the cycle the assessment results will be analyzed. Assessment data can be collected yearly.

Student work and rubric results will be collected from each course each time it is offered. Faculty will analyze the results of the rubric assessments in Year 1 of the three-year cycle for this assessment plan (2016-2017). | The number of certificates issued in Psych 355 will be counted each time the course is offered. The results of employer evaluation will be collected for students enrolled in A&S 495/A&S 496. Faculty will analyze the results in Year 3 of the three-year cycle for this assessment plan (2018-2019).
### Program: LO 4

**Student Learning Outcome**
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- Demonstrate ethical leadership, global perspectives, and engagement in communities for the common good as evidenced by service learning experiences, ethical reasoning, and engagement with diverse perspectives.

**Related Core Learning Outcome(s)**
- **Conscience**: Act ethically and responsibly
  - Demonstrate personal, professional, and academic honesty; accept responsibility for the consequences of their actions; engage as responsible members and leaders of diverse groups; and exercise ethical decision-making, informed by the Catholic Franciscan tradition, in a variety of settings.

- **Compassion**: Respect all of creation
  - Honor the worth and dignity of each person; interact respectfully in the local and global community; engage in service to promote the common good; and demonstrate environmental awareness and stewardship.

**Related IDEA Objective(s)**
- **Obj. 2 Intercultural perspectives & global awareness** *(Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures)*
- **Obj. 10 Ethical reasoning** *(Developing ethical reasoning and/or ethical decision-making)*
- **Obj. 12 Civic engagement** *(Learning to apply knowledge and skills to benefit others or serve the public good)*

### Area of Development

**How do students learn this? In what course(s) and/or co-curricular experience(s)?** *(Mapping of Program courses to Program Outcomes)*

- **Conscience**: Psych 301, Psych 465
- **Compassion**: Psych 240 and/or another diversity-related course, Psych 465

**How and in what course do they demonstrate that they’ve achieved this outcome?**

**Direct Evidence**

- **Formative Assessment will occur in …**
  - Conscience
    - Psych 301 – NIH Ethics Training
  - Compassion
    - Psych 240 and/or another diversity-related course

- **Summative Assessment will occur in…**
  - Conscience & Compassion
    - Psych 465
### Program: LO 4

**Student Learning Outcome**  
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- Demonstrate ethical leadership, global perspectives, and engagement in communities for the common good as evidenced by service learning experiences, ethical reasoning, and engagement with diverse perspectives.

### Indirect Evidence

**IDEA Student Ratings of Instruction**

Student ratings of learning on relevant objectives listed for this outcome:

- **Obj. 2 Intercultural perspectives & global awareness** *(Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures)*
- **Obj. 10 Ethical reasoning** *(Developing ethical reasoning and/or ethical decision-making)*
- **Obj. 12 Civic engagement** *(Learning to apply knowledge and skills to benefit others or serve the public good)*

### Assessment Protocol

*How and when do you assess the achievement of all students in your program before they graduate and record the results of your assessment?*

#### Direct Evidence

**Formative Assessment**

- **Conscience:**
  - Psych 301 is a required course in the psychology major. 
  - Students in Psych 301 are required to complete NIH Research Ethics Training. 
  - Students need to achieve 70% or more on the quizzes to receive a certificate.

- **Compassion:**
  - Psych 240 or another diversity-related course is an elective course in the psychology major. 
  - Students in Psych 240 (or in another diversity-related course) will complete a signature assignment which will be evaluated by NU’s rubrics for Conscience and Compassion.

**Summative Assessment**

- **Conscience & Compassion:**
  - Psych 465 is a required course in the psychology major. 
  - The signature assignment for this course is service learning and reflection on it. 
  - Students are expected to submit a reflection paper which will be evaluated by NU’s rubric for Conscience and Compassion.

#### Indirect Evidence

**IDEA Student Ratings of Instruction**

Program results on relevant objectives listed above for this outcome.
Student Learning Outcome
Upon successful completion of the Psychology Program, the student will earn a BA degree and will:

- Demonstrate ethical leadership, global perspectives, and engagement in communities for the common good as evidenced by service learning experiences, ethical reasoning, and engagement with diverse perspectives.

What do you consider satisfactory achievement of this outcome? WHY?

<table>
<thead>
<tr>
<th>Direct Assessment</th>
</tr>
</thead>
</table>
| Formative Assessment | Conscience: Psych 301  
At least 90% of students will receive a certificate upon successful completion of the NIH Ethics Training, students will receive a certification. The certificate earned will be evidence for formative assessment.  
Compassion: Psych 240 (or another diversity-related course)  
Student work is expected to meet the criteria of the rubrics at Level 2 (Developing) or above.  
At least 70% of students will achieve this expectation.  
At least 10% of students will meet the criteria at Level 3 (Accomplished). |
| Summative Assessment | Conscience & Compassion  
Psych 465  
Student work is expected to meet the criteria of the rubrics at Level 3 (Accomplished) or above and no score at Level 1 (beginning).  
At least 70% of students will achieve this expectation.  
At least 10% of students will meet the criteria at Level 4 (Mastered/Capstone). |
| Indirect Assessment | IDEA Student Ratings of Instruction  
At least 60% of classes in the program choosing the above relevant objectives will have student rating of learning at or above the IDEA norm. |

Time Frame for Assessing the outcome.
Note: Program assessment follows a three year cycle. Indicate in which year of the cycle the assessment results will be analyzed. Assessment data can be collected yearly.

Student work and rubric results will be collected from each course each time it is offered. Faculty will analyze the results of the rubric assessments in Year 3 of the three-year cycle for this assessment plan (2018-2019).
Examples of Direct and Indirect Evidence of Student Learning

**Direct Evidence**

1. A signature assignment in a course that will evidence the stated outcomes. This assignment should be graded by a university-wide rubric, or by a rubric appropriate for the assignment. (Note: AAC&U VALUE rubrics provide a rubric templates for undergraduate learning. See [http://www.aacu.org/value](http://www.aacu.org/value), NU Core Experience lists rubrics for each of the Core Learning Outcomes. See [http://www.neumann.edu/CoreExperience/default.asp](http://www.neumann.edu/CoreExperience/default.asp)
2. Exams analyzed by course objectives and student achievement of these objectives. (Note: Exam grades alone are not direct evidence of student achievement.)
3. Employer or supervisor evaluations of student interns, student clinicians, or student teachers.
4. Scores or pass rates on licensure or certification exams.
5. Portfolio of student work assessed by a defined rubric.
7. Statistics from computer-aided practice or applications.
8. Standardized Major Field Test results analyzed by discipline content.

**Indirect Evidence**

1. IDEA Student Ratings of Instruction. Use group reports for the Major.
2. Student Survey Information. Example: NSSE data disaggregated for the students responders from the Major.
3. Honors, awards, and scholarship attributed to students in and graduates from the major.
4. Retention and graduation rates of students in the major.
5. Grade distributions within the major.
Learning Outcomes
Learning outcomes or learning goals describe how students will be different because of a learning experience (Suskie, 2009, p. 117). Outcomes are destination goals. **A learning outcome is the statement of the knowledge, skills, attitudes, values, and habits of mind that students take with them from a learning experience.** Outcomes include an action-word that can readily be assessed. Outcomes are the learning expected at the end of the learning experience.

A learning outcome may be constructed using the following schema:

1. Specify the terminal behavior that is required of the learner.
2. State the conditions or boundaries that will be placed on the learner.

Some examples of learning outcomes follow.

1. Upon completion of the unit on information literacy, students will find, validate, and analyze a variety of academic resources on a given topic, and present their findings in the form of an annotated bibliography. The student is expected to show accomplishment of the competencies as outlined in the assignment rubric related to information literacy.

2. During assigned clinical placement, students will use appropriate interpersonal qualities and professional characteristics of responsibility, empathy, and openness to self-exploration. This will be noted during interactions with peers, academic and clinical faculty and staff, and clients and students will be evaluated for these behaviors by their clinical supervisor. All students are expected to receive satisfactory ratings.

3. Using one of the course-presented theories, students will analyze a case study and apply the most appropriate theory to the case. This analysis will be presented to the class during its weekly seminar portion, and both the presentation and analysis will be evaluated with the corresponding assignment rubric. Students will be expected to achieve the mastery level by the conclusion of the course.