



Best Practices in Assessment Group

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Agenda

- Announcements
- Meeting Objectives
- APAIR Planning Phase Update
- Institutional Learning Outcomes (ILOs)



Announcements

- New member: Diane Marie St. George (Epidemiology & Public Health)
- FY2022 – 2026 Strategic Plan development;
- MSCHE Mid-Term Review: 2021



Meeting Objectives

- Discuss Academic Program Assessment and Improvement Report (APAIR) updates;
- Introduce UMB's Institutional Learning Outcomes (ILO) Initiative; BPAG role.



APAIRs Submitted

Academic Unit	15-Dec-20			9-Feb-21		
	# Degree	# Certificate (Accredited)	Total	# Degree	# Certificate (Accredited)	Total (by Unit)
CSL	3	-	3	3	-	3
GS	-	-	-	13	2	15
SOD	2	8	10	2	8	10
SOM	4	-	4	5	-	5
SON	4	-	4	3	-	3
SOP	9	-	9	3	-	3
SSW	1	-	1	1	-	1
Total - ALL	23	8	31	30	10	40



APAIR Reporting Schedule FY 2021

Discussion Point	Dates
Assessment Period	Fiscal Year (July 1 – June 30)
Planning Period (i.e., report on areas of improvement and up to three (3) improvement-based goals with associated metrics)	Current to November 15, 2020 (Note: after November 15, goals are locked for future editing) <u>NEW DEADLINE</u> Adding new APAIRs or revising existing goals - JANUARY 15, 2021!
Performance period ends	June 30, 2021
APAIR due	December 31, 2021 (6 months after beginning of reporting period)



BPAG Assessment Initiative Inventory

UMB Program Assessment Priority	Status
Map program assessment activities across the academic enterprise	✓
Determine the evidence to periodically collect and assess to demonstrate compliance with MSCHE and establish an institutional continuous improvement process for academic programming.	✓
Identify and establish Institutional Learning Outcomes (ILOs)	Pending
Identify and establish Key Performance Indicators (KPIs) and benchmarks	Pending
Document annual assessment plans centrally to facilitate internal and external reporting	✓
Evaluate progress of institutional assessment implementation	In process
Adjust assessment process as needed	Pending
Create process for administrative units assessment	Planning



Institutional Learning Outcomes (ILOs)

Why create UMB ILOs?

- Middle States Commission on Higher Education (MSCHE).
- Continuous Improvement and Innovation
 - Promote a culture of evidence-based, data-driven decision-making;
 - Advance academic effectiveness and enhance the value of a UMB degree.



MSCHE Standards Related to ILOs

Standard V: Educational Effectiveness Assessment

- “An accredited institution possesses and demonstrates the following attributes or activities:”
 - “1. **clearly stated educational goals at the institution and degree/program levels**, which are interrelated with one another, with relevant educational experiences, and with the institution’s mission;”
 - “2. **organized and systematic assessments**, conducted by faculty and/or appropriate professionals, **evaluating the extent of student achievement of institutional and degree/program goals.**”



MSCHE Standards Related to ILOs, Cont'd

Standard VI: Planning, Resources, and Institutional Improvement

“An accredited institution possesses and demonstrates the following attributes or activities:”

- “**Institutional objectives, both institution-wide and for individual units, that are clearly stated, assessed appropriately, linked to mission and goal achievement,** reflect conclusions drawn from assessment results, and are used for planning and resource allocation”;
- “Clearly documented and communicated planning and improvement processes that **provide for constituent participation,** and incorporate the use of assessment results”;



Continuous Improvement and Academic Innovation

- Strengthen our commitment to a culture of evidence and assessment;
- Knowing what we say we do, we can back up with evidence;
- Collaboratively direct UMB's future using data collection, evaluation, and action. Develop an integrated infrastructure that supports the same.



Plan for UMB Institutional Learning Outcomes

- 2022 – 2026 Strategic Plan planning process commenced January 2021;
- **A strategic outcome will be the identification of institutional learning outcomes for all UMB students and devising a plan to develop and implement a process to assess their attainment;**
- Suggested institutional learning outcomes include the demonstration of competencies in these areas:
 - Inter-Professional Education
 - Community Engagement
 - Global Health
 - Leadership
 - Cultural Competency (Diversity, Equity, and Inclusion)
 - Ethics and Integrity
- The APAIR could be expanded to facilitate and document assessment of institutional learning outcomes



UMB ILOs Discussion

- ILOs are the outcomes that describes the qualities students should demonstrate after completing their respective program, and the unique characteristics that describe a UMB graduate (Collins, 2008)
 - *Values-based* (conceptual and relevant to all disciplines)
 - *Skills-based* (tend to align with the discipline’s learning outcomes).
- What is expected from the BPAG?
 - Recommend and describe what all UMB students are expected to know, do, and care about by program completion for the 6 ILO focus areas of graduate competence.
 - Inter-Professional Education
 - Community Engagement
 - Global Health
 - Leadership
 - Cultural Competency (Diversity, Equity, and Inclusion)
 - Ethics and Integrity



UMB ILOs Discussion Cont'd

- What information is needed to complete the above for the knowledge areas?
- Identify, describe and suggest specific and measurable performance metrics
 - What useful data [quantitative and qualitative] measures progress / achievement of ILOs? What facts demonstrate progress / success?
- Inform the UMB assessment process for ILOs
 - How should programs demonstrate alignment with ILOs?

Preliminary Timeline

Activity	Date
UMB 2022-2026 Strategic Planning (Plan) period launches	January 2021 – June 30, 2021
Provost assigns IESPA with recommending ILOs in collaboration with the BPAG	February 2021 – December 31, 2021
2022 – 2026 Strategic Plan unit alignment begins	July 1, 2021
2022 – 2026 Strategic Plan Implementation begins	January 1, 2022
ILOs Implementation begins (assumes using the APAIR goal development and assessment process).	July 1, 2022



Next steps?

- Suggestions
 - Form sub-groups within the BPAG to look at 1-2 ILOs areas of focus;
 - Form small pilot group within BPAG to recommend a collaborative process;
 - OTHER IDEAS?



Meeting Recap

- Review decisions reached
- Review upcoming deadlines
- Next meeting date – April 6, 2021:
11:00AM



For More Information

Assessment reporting will be available on the
Institutional Effectiveness, Strategic Planning, and
Assessment website:

www.umaryland.edu/iespa

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References

- Bers, Trudy H. "The Role of Institutional Assessment in Assessing Student Learning Outcomes." *New Directions for Higher Education* 141 (2008): 31-39.
- Collins, D. R. (2008). *A Practical Guide to Assessment Planning for Institutional Effectiveness and Assessment. Online Submission.*
- Ortloff, D.H. and Amidon, J.E. (2018), Beyond Reading, Writing, and Arithmetic: A Brief Case for Considering Values-Based Institutional Learning Outcomes. *Assessment Update*, 30: 3-14.
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