Expected Outcomes: Publishable Research

Upon completion of the degree, students will demonstrate the skills necessary to conduct publishable research.

Assessment methods

**Method: Journal Publications**

At least 65% of the students will have one or more publications by their date of graduation. Method will be based upon the presentation of a letter of acceptance for each publication from a journal editor.

**Findings:**

100% of the students had one or more publications by their date of graduation.

**How did you use findings for improvement?**

The importance of publishing in journals before graduation will continue to be stressed to the students.

**Additional comments:**

None

**Method: Professional Presentations**

At least 80% of the students will have presented one or more papers at a regional or national professional meeting by their date of graduation.

**Findings:**

100% of the students presented one or more papers at a regional or national professional meeting by the date of their date of graduation.

**How did you use findings for improvement?**

The importance of presenting research at regional and national meetings will continue to be stressed to the students in their colloquiums and seminars.

**Additional comments:**

None

Expected Outcomes: Written Communication Skills

Upon completion of the degree, students will demonstrate written communication skills to competently perform research, teaching, service, administrative or consulting responsibilities in their chosen field.

Assessment methods

**Method: Written Communication Rating**

Students will provide a written copy of their final dissertation to members of their dissertation committee.
committee and the outside faculty reader designated by the Graduate School Dissertation committee members and the outside faculty reader will rate each student on a t-point scale measuring written communication skills where 5 = excellent and 1 = unacceptable skill level. At least 80% of the students will achieve a rating of 4.0 or higher on the rating scale.

Findings:

100% of the students were rated at 4.0 or above.

How did you use findings for improvement?

Findings were communicated to the faculty to continue to reinforce student's written communication skills. Professors were encouraged to send students to the writing center if they need additional help.

Additional comments:

None

Expected Outcomes: Oral Communication Skills

Upon completion of the degree, students will demonstrate oral communication skills to competently perform research, teaching, service, administrative or consulting responsibilities in their chosen field.

Assessment methods

Method: Oral Communication Rating

Students will orally defend their dissertation to their dissertation committee and outside faculty reader. The committee and outside faculty reader will rate the student's oral communication skill where 5 = excellent and 1 = unacceptable. At least 80% of the students will achieve a rating of 4.0 or higher.

Findings:

100% of the students achieved oral communication skills ratings of 4.0 or higher.

How did you use findings for improvement?

Feedback was provided to the faculty to continue to reinforce the enhancement of the students' oral communication skills through additional opportunities such as seminar presentations.

Additional comments:

None

Expected Outcomes: Research Skills

Upon completion of the program, students will demonstrate competency with research design and data analysis.

Assessment methods

Method: Empirical Analysis

The student's dissertation committee and outside reader will rate the research design and data analysis in the dissertation where 5 = excellent and 1 = unacceptable. At least 80% of the students will achieve a rating of 4.0 or higher on their dissertations.
Findings:

100% of the students were rated 4.0 or better for research design and data analysis.

How did you use findings for improvement?

Feedback was provided to the professors of the methods and statistics classes in the program to reinforce what they are currently teaching.

Additional comments:

None

**Expected Outcomes : Teaching Skills**

Students will demonstrate pedagogical skills sufficient to competently engage in teaching.

**Assessment methods**

**Method : Teaching Evaluations**

All students assigned teaching duties are evaluated by their students. The students are asked to evaluate their teacher's overall effectiveness where 5 = excellent and 1 = unacceptable. At least 85% of the students, who are in their third year or higher, will achieve an average rating of 3.5 or higher.

Findings:

87.5% of the students who taught had overall teaching effectiveness scores greater than 3.5%.

How did you use findings for improvement?

Effective teaching will continue to be stressed topic during the Ph.D. colloquiums. Students with low ratings will be referred to the Biggio Center for Teaching Effectiveness.

Additional comments:

None

**Expected Outcomes : Employment**

Ph.D. students will obtain the skills necessary to obtain employment in an academic, business, or consulting position in a public or private organization.

**Assessment methods**

**Method : Job Placement**

Students will be asked their employment status at their dissertation defense. If the student doesn’t have a job at the defense, we will track them for one year. Within one year 85% of the students will have obtained employment in an academic, business, or consulting position in a public or private organization.

Findings:

100% of the students obtained a position within one year.

How did you use findings for improvement?

Ph.D. colloquiums will reinforce the importance of publications in the obtaining desirable academic positions.
Additional comments:

None