

Stockton University has a rich history of engaging in innovative and meaningful assessment practices that inform continuous improvement of our programs and services. Both academic and administrative units have worked to align program/ unit learning outcomes with the University's [Essential Learning Outcomes](#) (ELOs). This alignment promotes a more comprehensive assessment of how individual programs/ units contribute to the overall Stockton student learning experience.

This Educational Effectiveness Plan focuses on the Division of Academic Affairs. Based on a continuous process of reviewing and strengthening our assessment system, the University hired a Director of Academic Assessment in March to organize current academic assessment practices and spearhead emerging assessment initiatives.

Current cycles and personnel involved in annual and periodic (six-year or accreditation cycle) academic program reviews at Stockton are summarized here:

At the end of the fiscal year, Divisional Executives (Provost, Vice Presidents, and Chief Officers) complete an annual report describing progress made in the year just ending, and identifying goals to be continued, added, or revised for the year ahead. The Provost considers assessment results and needs described in reports from all academic programs, centers, institutes, and schools when determining annual allocation requests. The Provost then communicates Academic Affairs' divisional goals to each School and Department after a May/June Cabinet Retreat with finalization of the budget.

Academic Deans complete annual reports in August documenting progress of the year just ending and elaborating on the Divisional Goals that will guide their efforts during the upcoming year. Academic Deans' annual reports are informed by the annual reports that each of their academic program chairs completes by June 30. Academic Deans review and provide feedback on annual program reports by July 31 each year, before the final School reports are sent to the Provost's office at the end of August. Having completed allocation requests during the preceding mid-year (January) the Deans and Directors align budgets to finalized goals for the upcoming year.

Academic Deans and Directors share upcoming School/Center goals with faculty and staff during the first week of each academic year. Managers and staff in departments, centers, and institutes align their individual performance goals to Divisional, School/Department goals for assessment each year in one of three systems of annual review: ePAR for CWA classified staff, e-Evaluation for AFT Professional Staff, or MER for Managerial Evaluation Reviews.

Figure

Offering training and consultation with PAT members in the use and application of the rubric for evaluation of PAR & PPR documents and processes based on best practices
Providing feedback (commendations and recommendations) for completion of the PAR & PPR in a manner that assists colleagues in developing stronger and more meaningful assessment practices and reports
Participating in the development of Close the Loop Reports/Meetings as needed

(EPAT)

EPAT ensures that assessment practices are appropriately aligned to strategic planning and institutional decision-making processes. The members ensure that information related to educational effectiveness and student learning is clearly communicated to various stakeholders. The Associate Provost for Academic Affairs in collaboration with the Director of Academic Assessment chairs this team. Team members include representatives from each School. The Team is responsible for:

- Reviewing the University's assessment strategies and communication of assessment results and providing commendations and recommendations for improvement
- Reviewing plans and templates used for assessment across campus and providing feedback/assistance whenever improvement is needed
- Evaluating applications for assessment funds and reviewing final reports.
- Coordinating data requests with the Office of Institutional Research
- Conducting and actively participating in "close the loop" meetings with programs and units.
- Participating in the development of close-the-loop reports aligned to strategic priorities containing commendations and summary of needed improvements with action plan and resource commitment
- Assessing and developing a repository for assessment data and reports

This Educational Effectiveness Plan was reviewed and revised based on feedback from the CTLD Advisory Council, Faculty Senate, and Academic Affairs in Fall 2021. The Director of Academic Assessment will train and activate volunteers serving on EPAT and ART. Collaboration with PATs is ongoing.

It is important to note that the University is dedicated to building and sustaining an equitable and inclusive team environment. Diverse teams benefit the entire University by offering a broader range of ways to understand and engage with each other, identify challenges, and