

Introduction  
FORM E1A  
INVENTORY OF EDUCATIONAL EFFECTIVENESS INDICATORS

As part of the self study process, the Assessment Council, an ad hoc committee consisting of school/college representatives formed to advise and assist the Associate Provost for Planning and Assessment, chose to use Form E1A as the template for their scan and study of the assessment work in all the academic programs. The data recorded on the form are discussed in greater detail in Section II.c. of “Institutional Assessment at the University of Vermont, 2007-2008” (pages 14-21) and referred to throughout the main body of the self-study document. Definitions of and notes regarding row and column entries follow:

Row 1: A new mission statement has been approved by the UVM Board of Trustees in 2008. This statement includes educational outcomes for all UVM students, but there is no formal university-wide program in place as of yet to assess the extent to which students achieve these outcomes.

Row 2: School- or college-wide requirements are typical at the undergraduate level at UVM. Although there is no campus-wide general education requirement, the analysis of school/college requirements contained in our Assessment Report suggests several “commonalities” across the university.

Rows 3ff: Although learning outcome assessment is appropriate for any programmatic structure that is organized around a set of learning goals (i.e., undergraduate major, minor, concentration, certificate program, graduate degree), this inventory defined the universe of study as *all active undergraduate majors and graduate degree programs*. At the time of this data collection, the UVM program array consisted of 95 undergraduate majors, 52 master’s degree programs, and 22 doctoral degree programs. Not included are programs that had received approval but had not yet been implemented. Multi-college sponsored programs are listed and counted only once under the school/college tenure-home of the program director. Programs are listed alphabetically within their school/college administrative homes.

Column 1: *Have formal learning outcomes been developed?* Assessment Council members were responsible for gathering the data on each program within their respective schools/colleges during the early summer of 2008. Because of the seasonal timing of the data collection, we did not receive a 100% response rate, so possible responses are “yes,” “no,” and “data not reported.” Subsequent analysis in our Assessment Report focused on those that replied affirmatively.

Column 2: *Where are these learning outcomes published?* We interpreted this to mean, “Where would students find the expected learning outcomes for a particular program?” We asked for a website address and up to three examples of non-electronic sources.

Column 3: *Other than GPA, what data/evidence is used to determine that graduates have achieved the stated outcomes for the degree?*

Column 4: *Who interprets the evidence? What is the process?*

Column 5: *How are the findings used? Note changes that have been made as a result of using the data/evidence.*

The early stage of data collection generated voluminous detail for these columns, so the Assessment Council used that detail to inductively create a smaller number of code categories that encompassed all of the empirical findings. That analysis allowed us to specify the possible array of direct and indirect assessment measures for Column 3, the kinds of interpretive processes for Column 4, and the types of changes that resulted from the assessment process for Column 5. Code categories rather than the specific details were entered for each program in these columns. We should also note that the open-ended questions in the template (columns 3 & 5) produced responses that varied greatly in terms of level of detail and specificity. A reasonable interpretation is that some respondents offered only illustrative examples of assessment work whereas others provided exhaustive accounts. Therefore, the aggregation of these responses cannot be viewed as a rigorously exhaustive portrait of the state of assessment activities in academic programs.

Column 6: *Web address for full documentation.* Some campuses utilize a standardized template for the periodic reporting and updating of assessment plans, findings, and actions taken. UVM added this column at the time of the data collection in the event that such systems and practices had developed within our schools and colleges. The large number of empty cells suggests that “full documentation” of the assessment *process* is not electronically available at this time for many programs.

Column 7: *Date of most recent program review.* There are several stages to the program review process at UVM. Once a review has been approved by the Curricular Affairs Committee of the Faculty Senate, an “MOU Meeting” is scheduled. Attendees include representatives from the Provost’s Office, the academic program under review, its sponsoring school/college administration, and the Curricular Affairs Committee. The date recorded in Column 7 is the date of the MOU meeting. If the program review has not yet reached that point, the statement “MOU Meeting not yet held” has been inserted.

**Option E1: E1A. Inventory of Educational Effectiveness Indicators**

**UVM Programs-Spring 2008**

Degree Program	(1) Have formal learning outcomes been developed?	(2) Where are these learning outcomes published?	(3) Other than GPA, what data/evidence is used to determine that graduates have achieved the stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used? Note changes that have been made as a result of using the data/evidence.	(6) Web Address for full documentation	(7) Date of most recent program review (for general education and each degree program).
	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
At the institutional level:							
For general education if an undergraduate institution:							
<b>College of Agriculture and Life Sciences</b>							
Animal Science (B.S.)	No						MOU meeting has not yet been held.
Animal Science (M.S.)	No data reported.						MOU meeting has not yet been held.
Animal, Nutrition and Food Science (Ph.D)	No data reported.						MOU meeting has not yet been held.
Community Development and Applied Economics (M.S.)	No data reported.						MOU meeting has not yet been held.
Biochemistry (MS)	No data reported.						7/30/2003
Community Entrepreneurship (B.S.)	Yes	Published on CDAE Web page: <a href="http://www.uvm.edu/cdae">www.uvm.edu/cdae</a>	Capstone Course: Strategic Planning for Community Entrepreneurship	Evidence is interpreted at a department wide meeting	Faculty coordinate offerings informally, making sure that prerequisite courses teach what is necessary for higher level courses; Periodic changes in the curriculum and individual courses are made to keep up with student learning, current knowledge in the field, and faculty expertise.		MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Community and International Development (B.S.)	Yes	Published on CDAE Web page: <a href="http://www.uvm.edu/cdae">www.uvm.edu/cdae</a>	Capstone Course: Community or International Experience for CID students, CDAE267	Evidence is interpreted at a department wide meeting	Faculty coordinate offerings informally, making sure that prerequisite courses teach what is necessary for higher level courses; Periodic changes in the curriculum and individual courses are made to keep up with student learning, current knowledge in the field, and faculty expertise.		MOU meeting has not yet been held.
Dietetics (M.S.D.)	No data reported.						MOU meeting has not yet been held.
Dietetics, Nutrition and Food Sciences (B.S.)	Yes	Web	National Dietetics Test, Final Exams, Surveys for Alumni and Seniors	Instructors of the 6 required NFS courses	Strengths and weaknesses of students and curriculum will emerge that point to action needed. Learning goals not met will be addressed through revised curriculum; addition of action items to our annual strategic plan and communication with the dean's office when additional resources are warranted.		MOU meeting has not yet been held.
Ecological Agriculture (B.S.)	Yes	Web	Capstone courses; Internships; Senior Seminars	Instructor; Academic Advisor; Undergraduate Affairs Committee	Retake courses below C-; report cases of academic dishonesty to Rose Laba in Dean's Office		MOU meeting has not yet been held.
Field Naturalist (Botany) (M.S.)	No data reported.						7/30/2003
Integrated Biological Sciences (B.S.)	Yes	Web	Direct: 1. Evaluation of performance of graduating seniors in 200-level coursework Indirect: 1. Survey 200-level course instructors and students 2. Alumni Survey	Co-Directors of program will evaluate responses and present to BCOR/BISC faculty	Co-Directors of program will evaluate responses and present to BCOR/BISC faculty	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	MOU meeting has not yet been held
Microbiology (B.S.)	Yes	Web	Undergraduate Research; Internship; Senior seminar; Senior Exit Interview	Instructor; Academic Advisor; Undergraduate Affairs Committee	1) 1st year colloquium adapted as necessary 2) Senior Seminar adapted as necessary		MOU meeting has not yet been held.
Microbiology and Molecular Genetics (M.S.)	No data reported.						MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Molecular Genetics (B.S.)	Yes	Web	Undergraduate Research; Internship; Senior seminar; Senior Exit Interview	Instructor; Academic Advisor; Undergraduate Affairs Committee	1) 1st year colloquium adapted as necessary 2) Senior Seminar adapted as necessary		MOU meeting has not yet been held.
Nutrition and Food Sciences (B.S.)	Yes	Web	Final Exams, Surveys for Alumni and Seniors	Instructors of the 6 required NFS courses	Strengths and weaknesses of students and curriculum will emerge that point to action needed. Learning goals not met will be addressed through revised curriculum; addition of action items to our annual strategic plan and communication with the dean's office when additional resources are warranted.		MOU meeting has not yet been held.
Nutrition and Food Sciences (M.S.)	No data reported.						MOU meeting has not yet been held.
Plant Biology (B.S.)	Yes	Web and Catalog	Performance in original writing and oral presentations in advanced courses required for concentration; quality of independent work in research project and/or senior thesis.	Faculty; Annual review of process during faculty meetings and oversight by department. Curriculum Committee.	Program requirements were revisited in 2007		7/30/2003
Plant Biology (M.S.)	No data reported.						7/30/2003
Plant Biology (Ph.D.)	No data reported.						7/30/2003
Plant and Soil Science (M.S.)	No data reported.						7/30/2003
Plant and Soil Science (Ph.D.)	No data reported.						7/30/2003
Public Administration (M.P.A.)	No data reported.						6/25/2007
Public Communication (B.S.)	Yes	Published on CDAE Web page: <a href="http://www.uvm.edu/cdae">www.uvm.edu/cdae</a>	Capstone Course: PCOM capstone (6 credits)	Evidence is interpreted at a department wide meeting	Faculty coordinate offerings informally, making sure that prerequisite courses teach what is necessary for higher level courses; Periodic changes in the curriculum and individual courses are made to keep up with student learning, current knowledge in the field, and faculty expertise.		MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Self-Designed (B.S.)	No						
Sustainable Landscape Horticulture (B.S.)	Yes	Web	Capstone courses; Internships; Senior Seminars	Instructor; Academic Advisor; Undergraduate Affairs Committee	Retake courses below C-; report cases of academic dishonesty to Rose Laba in Dean's Office		MOU meeting has not yet been held.
<b>College of Arts and Sciences</b>							
AIS: Asian Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Alumni Survey	AIS Assessment Committee meeting after each semester	None, to-date (AIS Assessment Committee has not yet met)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
AIS: Canadian Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Alumni Survey	AIS Assessment Committee meeting after each semester	None, to-date (AIS Assessment Committee has not yet met)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
AIS: European Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Alumni Survey	AIS Assessment Committee meeting after each semester	None, to-date (AIS Assessment Committee has not yet met)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
AIS: Latin American Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Alumni Survey	AIS Assessment Committee meeting after each semester	None, to-date (AIS Assessment Committee has not yet met)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
AIS: Russian/East European Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Alumni Survey	AIS Assessment Committee meeting after each semester	None, to-date (AIS Assessment Committee has not yet met)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
Anthropology (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Online student survey	Chair and Faculty at annual Department retreat	None, to-date (first retreat will be in August 2008)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Mar-05
Art - History (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Papers - Review relative to learning goals Indirect: 1. Senior Survey	Art History faculty will present to entire dept faculty at a spring meeting	None to-date (process has not started yet)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Art - Studio (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Studio Projects Indirect: 1. Senior Survey	Studio Art faculty (instructors of 200-level studio courses) will present to entire dept faculty at a spring meeting	None to-date (process has not started yet)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
Biochemistry (B.S.)	No						10/24/2008
Biology (B.A.)	Yes	1. <a href="http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html">http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: Capstone Course Indirect: Graduation Senior Survey	Entire Faculty at annual retreat	No changes made yet	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	5/9/2008
Biology (M.S.)	No						5/9/2008
Biology (M.S.T.)	No						5/9/2008
Biology (Ph.D.)	No						5/9/2008
Chemistry (B.A.)	Yes	1. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a> 2. Some Course Syllabi	1. Standardized exams (ACS) for select courses 2. Capstone Course (senior seminar)	Individual faculty (for standardized exams) and entire faculty (for capstone course review); presentation by Undergraduate Studies Committee to entire faculty at annual department retreat in May	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	9/26/2008

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Chemistry (B.S.)	Yes	1. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a> 2. Some Course Syllabi	1. Standardized exams (ACS) for select courses 2. Capstone Course (senior seminar)	Individual faculty (for standardized exams) and entire faculty (for capstone course review); presentation by Undergraduate Studies Committee to entire faculty at annual department retreat in May	None to-date (process just starting)		9/26/2008
Chemistry (M.S.)	No						9/26/2008
Chemistry (Ph.D.)	No						9/26/2008
Classical Civilization (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work is evaluated in terms of program learning goals (Capstone course is under development) Indirect: 1. Graduation Senior Survey	Classics faculty at annual meeting in May	1. Capstone Senior course being developed 2. Study abroad advising document under development	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Jan-03
Communication Sciences (B.A.)	Yes	1. <a href="http://www.uvm.edu/cm/si/?Page=NEASC/index.html">http://www.uvm.edu/cm/si/?Page=NEASC/index.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Passing scores on assessments in each of the 4 identified courses	The individual instructor grades the assessments and passes the data along to the chair	Findings are discussed once a year in department meetings and used for program revision. No changes have been made as yet.	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	4/6/2004

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Communication Sciences (M.S.)	Yes	1. <a href="http://www.uvm.edu/cmcsi/?Page=NEASC/index.html">http://www.uvm.edu/cmcsi/?Page=NEASC/index.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Portfolios, performance in cmsi 291/292 (Clinic Study), thesis or non-thesis final research projects	Faculty (at large) evaluate portfolios and research projects, individual instructor evaluates 291/292. At least one department meeting per year, we discuss these outcomes and whether they indicate a needed change in the graduate program.	None	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	4/6/2004
Computer Science (B.A.)	No						7/8/2003
Economics (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work evaluated in terms of program learning goals 2. Three senior seminars in economics with graded research papers and presentations Indirect: 1. Alum survey planned 2. Senior Portfolios (submitted for dept honors) 3. Student Awards	Varies depending upon measures; could be Chair, faculty committee or entire department	Pedagogy and Course Requirements	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	7/8/2003
English (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Survey of students in senior capstone seminars	Faculty assessment group reviews data and presents to dept faculty in fall semester	None at this time; first review of data occurs summer 2008	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	2/2/2005
English (M.A.)	No						2/2/2005
Film and Television Studies (B.A.)	No						MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
French (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Evaluation of sampling of senior seminar papers Indirect: 1. Survey of Senior majors 2. Survey of Alumni 3. Study Abroad Survey	French Assessment Committee will collect and evaluate data and present an proposed action plan to French faculty at annual meeting in the spring.	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	10/25/2007
French (M.A.)	No						10/25/2007
Geography (B.A.)	Yes	1. <a href="http://www.uvm.edu/~geograph/?Page=ugrad/TeachingMissionStatement.htm&amp;SM=ugrad/ugprogsubmenu.html">http://www.uvm.edu/~geograph/?Page=ugrad/TeachingMissionStatement.htm&amp;SM=ugrad/ugprogsubmenu.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Final Papers in Senior Classes Indirect: 1. Senior Exit Survey	Faculty evaluate data at last dept meeting of AY; recommendations made and implemented during annual retreat before start of fall semester	Changes implemented in: skills assessment, assignments in senior seminars	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	9/26/2008
Geology (B.A.)	Yes	1. <a href="http://www.uvm.edu/geology/?Page=explore/using_degree.html&amp;SM=explor_e_menu.html">http://www.uvm.edu/geology/?Page=explore/using_degree.html&amp;SM=explor_e_menu.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a> 3. Course Syllabi	Direct: 1. Capstone Course (Senior Seminar) Indirect: 1. Alumni Survey 2. Student Honors and Awards	Prior year's results reviewed by entire dept faculty at annual meeting at the start of the fall semester	Pedagogy: goals-based learning objectives utilized in all courses Degree Requirements: senior capstone course added; major restructured	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007
Geology (B.S.)	Yes	1. <a href="http://www.uvm.edu/geology/?Page=explore/using_degree.html&amp;SM=explor_e_menu.html">http://www.uvm.edu/geology/?Page=explore/using_degree.html&amp;SM=explor_e_menu.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a> 3. Course Syllabi	Direct: 1. Capstone Experience (research) Indirect: 1. Alumni Survey 2. Student Honors and Awards	Prior year's results reviewed by entire dept faculty at annual meeting at the start of the fall semester	Pedagogy: goals-based learning objectives utilized in all courses Degree Requirements: senior capstone experience added	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Geology (M.S.)	Yes	1. <a href="http://www.uvm.edu/geology/?Page=graduate/handbook.html&amp;SM=graduate_menu.html">http://www.uvm.edu/geology/?Page=graduate/handbook.html&amp;SM=graduate_menu.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a> 3. Course Syllabi	Direct: 1. Master's Thesis 2. Thesis Presentation and Oral Defense 3. Peer-Reviewed Publications Indirect: 1. Alumni Survey 2. Research Presentations at Conferences	1. Prior year's results reviewed by entire dept faculty at annual meeting at the start of the fall semester 2. Graduate Thesis Committee	Pedagogy: goals-based learning objectives utilized in all courses Degree Requirements: 1. New course developed (Intro to Grad Studies) 2. Thesis format changed	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007
German (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work evaluated in terms of program learning goals Indirect: 1. Alumni Survey 2. Student Honors and Awards	German Faculty read senior seminar papers, meet to discuss/evaluate, and write a report summarizing findings	Improvements include: what is included on the syllabi, what literary works are covered in certain courses, how we evaluate and grade certain aspects of seminar papers, what grammar points need to be stressed more.	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	MOU meeting has not yet been held
German (M.A.)	No						MOU meeting has not yet been held.
Greek (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work is evaluated in terms of program learning goals (Capstone course is under development) Indirect: 1. Graduation Senior Survey	Classics faculty at annual meeting in May	1. Capstone Senior course being developed 2. Study abroad advising document under development	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Jan-03
Greek and Latin (M.A.)	No						Jan-03
Greek and Latin (M.A.T.)	No						Jan-03

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
History (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior Seminar Papers - Review relative to learning goals Indirect: 1. Senior Survey	Faculty present paper evaluations to Executive Committee who review and present to entire Department Faculty at annual retreat before fall semester	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	7/8/2003
History (M.A.)	Yes						7/8/2003
Historic Preservation (M.S.)	No						10/18/2007
Individual Design (B.A.)	No						
Italian Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Evaluation of sampling of senior seminar papers Indirect: 1. Survey of Senior majors 2. Survey of Alumni 3. Study Abroad Survey	Italian Assessment Committee will collect and evaluate data and present an proposed action plan to Italian faculty at annual meeting in the spring.	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	10/25/2007
Latin (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work is evaluated in terms of program learning goals (Capstone course is under development) Indirect: 1. Graduation Senior Survey	Classics faculty at annual meeting in May	1. Capstone Senior course being developed 2. Study abroad advising document under development	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Jan-03

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Materials Science (M.S.)	No						MOU meeting has not yet been held.
Materials Science (Ph.D.)	No						MOU meeting has not yet been held.
Mathematics (B.A.)	No						MOU meeting has not yet been held.
Music (B.A.)	No						4/13/2005
Music (B.Mus.)	No						4/13/2005
Philosophy (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Senior classroom and honors thesis work Indirect: 1. Senior survey	Entire Faculty	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	7/8/2003
Physics (B.A.)	No						7/8/2003

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Physics (B.S.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Final Exams in four 200-level Physics courses evaluated with respect to learning goals Indirect: 1. Exit survey and interview with graduating seniors	Instructors report data to department to be reviewed at annual meeting along with survey/interview data	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	7/8/2003
Physics (M.S.)	No						7/8/2003
Plant Biology (B.A.)	No						7/30/2003
Political Science (B.A.)	Yes	1.Dept Assessment Protocol document 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work evaluated in terms of learning goals 2. Oral and written work by majors in Senior Capstone courses (senior seminars) Indirect: 1. Alumni Survey	Interpreters: Faculty teaching senior seminars; faculty participating in Assessment work (includes Committee and participants in annual assessment discussions of senior seminars); all faculty. Process: Ongoing evaluation by faculty teaching senior seminars; annual meeting of seminar instructors with Assessment Committee; annual Department meeting focused on Assessment; Assessment Committee analysis of	Pedagogical Changes (including revision of written work, closer focus on skills of argumentation, and assigning oral presentations)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/25/2007
Psychology (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Classroom work evaluated in terms of learning goals	All faculty meet annually at the end of the spring semester	Pedagogy: 1. Repurposing of a course to provide a capstone-like experience 2. Reorganization of learning goals	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Psychology (B.S.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Classroom work evaluated in terms of learning goals	All faculty meet annually at the end of the spring semester	Pedagogy: 1. Repurposing of a course to provide a capstone-like experience 2. Reorganization of learning goals	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007
Psychology (M.A.)	No						6/27/2007
Psychology (Ph.D.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work evaluated in terms of program learning goals 2. Capstone course/exams for degree (e.g., comprehensive exams, thesis/dissertation, etc.)	Dept faculty review at annual meeting in May or review by appropriate area faculty in dept	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/27/2007
Religion (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Capstone Course (Senior Seminar) Indirect: 1. Graduation Senior Survey	Two-member faculty committee evaluates work done in capstone course, writes a report, and presents to faculty at an annual meeting in the fall	Course Content: Senior Seminar (changes made for Spring 2008) Degree Requirements: changes to major to be sent to College for review/approval in Fall 2008	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	2/2/2005
Russian (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work evaluated in terms of program learning goals Indirect: 1. Alumni Survey 2. Student Honors and Awards	Russian Faculty read senior seminar papers, meet to discuss/evaluate, and write a report summarizing findings	Improvements include: what is included on the syllabi, what literary works are covered in certain courses, how we evaluate and grade certain aspects of seminar papers, what grammar points need to be stressed more.	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	MOU meeting has not yet been held.
Sociology (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Graduating Senior Survey	Dept Chair, Committee on Undergraduate Policy, and then entire Dept at annual meeting	Change in major requirements (effective 08-09 AY)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	2/1/2005

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Spanish (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Evaluation of sampling of senior seminar papers Indirect: 1. Survey of Senior majors 2. Survey of Alumni 3. Study Abroad Survey	Spanish Assessment Committee will collect and evaluate data and present a proposed action plan to Spanish faculty at annual meeting in the spring.	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	10/25/2007
Theatre (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Classroom work is evaluated in terms of program learning goals 2. Evaluation of work in Capstone courses	Dept faculty review at annual meeting	None to-date (process just starting)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/26/2007
Women's and Gender Studies (B.A.)	Yes	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: 1. Evaluation of sampling of senior seminar papers Indirect: 1. Survey of recent graduates	Program assessment committee	None to-date (process has not started yet)	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	6/25/2007
Zoology (B.A.)	Yes	1. <a href="http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html">http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: Capstone Course Indirect: Graduation Senior Survey	Entire Faculty at annual retreat	No changes made yet	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	5/9/2008
Zoology (B.S.)	Yes	1. <a href="http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html">http://www.uvm.edu/~biology/?Page=Undergrad/wymajor.html&amp;SM=undergrad1.html</a> 2. <a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	Direct: Capstone Course Indirect: Graduation Senior Survey	Entire Faculty at annual retreat	No changes made yet	<a href="https://sharepoint.uvm.edu/sites/cas_accred/">https://sharepoint.uvm.edu/sites/cas_accred/</a>	5/9/2008
<b>School of Business Administration</b>							

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Business Administration (B.S.)	Yes	<a href="http://www.bsad.uvm.edu/Academics/outcomesAssessmentOverview.htm">http://www.bsad.uvm.edu/Academics/outcomesAssessmentOverview.htm</a> also in Student Advising handbook and syllabi	Direct: 1) Educational Testing Services Major Field test in Business; 2) Capstone Course (BSAD 191); Indirect: EBI graduation senior survey, Alumni surveys	Deans, senior staff, faculty	1) Revised Legal & Political Environment of Business (BSAD 132); 2) Revised Business Policy (BSAD 191 capstone); 3) Created signature experiences in Finance, POM, HRM, International; 4) Require marketing practicum; 5) Offering accounting practicum	<a href="http://www.bsad.uvm.edu/Academics/Degree+Programs/Undergrad/">http://www.bsad.uvm.edu/Academics/Degree+Programs/Undergrad/</a>	Sep-03
Business Administration (M.B.A.)	Yes	<a href="http://www.bsad.uvm.edu/Academics/outcomesAssessmentOverview.htm">http://www.bsad.uvm.edu/Academics/outcomesAssessmentOverview.htm</a> also in Student Advising handbook and syllabi	Direct: Capstone course (BSAD 396); Indirect: Alumni survey	Dean, Associate Dean and faculty	1) Master of Accountancy degree approval	<a href="http://www.bsad.uvm.edu/_Comm/MBA/">http://www.bsad.uvm.edu/_Comm/MBA/</a>	Sep-03
College of Education and Social Services							
Art Education (B.S.)	Yes	Handbook, Course syllabi, website for Vermont Licensure Standards, INTASC National Standards, Specialized program Assessments for teacher education (SPA's)	Capstone experience is the field based internship. A portfolio is produced by interns and assessed at three levels: with the course supervisor, with art teachers from the field, and with 2-3 faculty from the Art Department at UVM. Praxis I and II exams. Exit and Alumni surveys. ( <a href="http://www.uvm.edu/~cessis">www.uvm.edu/~cessis</a> )	Faculty committee reviews student portfolio in three stages. First, the field supervisor reviews the portfolio, next the field based educator reviews the work, and finally two to three members of the Art Dept. at UVM reviews the portfolio.	Working on aligning program with VT standards.	<a href="http://www.uvm.edu/~cessstsv">http://www.uvm.edu/~cessstsv</a>	6/26/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Counseling (M.S.)	Yes	Course Syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Candidates for other professional school roles have an in-depth understanding of professional knowledge in their fields as delineated in professional, state, and institutional standards. Portfolio for School Counseling students aligned with ROPA Standards for Vermont, National Exam, Council for the Accreditation of Counseling and Related Educational Programs (CACREP)	Faculty and National Review Boards	Revisions to clinical supervision arrangements, addition of new faculty member		MOU meeting has not yet been held.
Curriculum and Instruction (M. Ed.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Oral examination	Faculty			MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Curriculum and Instruction (M.A.T.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	NSMA Standards for Middle level Program, Foreign languages: (Secondary) American Council on the Teaching of Foreign Languages (ACTFL), English Language Arts (Secondary) National Council of Teachers of English (NCTE), Math Education: national Council of Teachers of mathematics (NCTM), Science Education National Science Teachers Association (NSTA), Social Studies National Council for the Social Studies (NCSS). Exit and	Faculty, Program Coordinator, and VT Standards for Licensure	The unit conducts thorough studies to establish fairness, accuracy, and consistency of its performance assessment procedures. It also makes changes in its practices consistent with the results of these studies.		MOU meeting has not yet been held.
Educational Leadership (M.Ed.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Educational Leadership Constituent Council (ELCC)	Faculty			10/3/2007
Educational Studies (M.Ed.)	Yes	Handbook, see College website: <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Oral Examination following Graduate College guidelines	Faculty			MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Educational Leadership and Policy Studies (Ed.D.)	Yes	Course Syllabi, Handbook, see website and link to Ed.D. program	Comprehensive Exam, Qualifying Paper, Program of Study Plan, Dissertation Proposal, and Dissertation Defense	Faculty Committee			10/11/2007
Elementary Education (B.S.)	Yes	State Standards for Vermont Educators ( <a href="http://www.state.vt.us/educ/new/html/pgm_prostandards/vsbpe/ROPA.html">www.state.vt.us/educ/new/html/pgm_prostandards/vsbpe/ROPA.html</a> ), Program Handbook, Association for Childhood Education International (ACEI)	Praxis I and II. Capstone experience in field based setting. All program completers pass the academic content examinations in states that require such examinations for licensure. Exit and Alumni surveys.	Faculty Committee reviews the intern's portfolio against the rubric for meeting VT State Standards	Working with Taskstream tool to document students' professional growth over time in the program.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Higher Education and Student Affairs (M.Ed.)	Yes	Handbook and course syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Internship, capstone course, oral exam	Faculty	Addition of new faculty member, improved internship supervision process		9/12/2007
Human Development and Family Studies (B.S.)	Yes	Defined outcomes are identified in the course syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Internship course evaluations	Faculty	Revisions to course syllabi, new course development in areas of methodology and multicultural development		10/3/2007
Individually Designed (B.S.)	Yes	course syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Oral examination	Faculty			
Interdisciplinary (M.Ed.)	Yes	Course Syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Oral examination	Faculty			9/12/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Middle Level Education (B.S.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	All program completers pass the academic content examinations in states that require such examinations for licensure. National Middle School Association (NMSA). Exit and Alumni surveys.	Faculty	The program conducts thorough studies to establish fairness, accuracy, and consistency of its performance assessment procedures. It also makes changes in its practices consistent with the results of these studies.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Music Education (B.S.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	All program completers pass the academic content examinations in states that require such examinations for licensure. Praxis I & II (www.ets.org) exams. There are formal evaluations and a summative report used in the Capstone experience in the internship. Criteria is set by Vermont's Level 1 Teaching licensure Portfolio: (www.state.vt.us/educ/new/html/pgm_prostandards/vsbpe/ROPA.html). Exit and Alumni surveys.	UVM Supervisor, Music Education Coordinator, and field based mentor.	Working on aligning program with VT standards.		4/13/2005
Physical Education (B.S.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	All program completers pass the academic content examinations in states that require such examinations for licensure. American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD). Exit and Alumni surveys.	Faculty, Program Coordinator, and VT Standards for Licensure	Revisions to assignment rubrics for taskstream portfolios.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Reading and Language Arts (MEd)	Yes	Handbook, no website, in progress	International Reading Association (IRA)	Faculty			10/3/2007
Secondary Education (B.S.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	All program completers pass the academic content examinations in states that require such examinations for licensure. Foreign languages: (Secondary) American Council on the Teaching of Foreign Languages (ACTFL), English Language Arts (Secondary) National Council of Teachers of English (NCTE), Math Education: National Council of Teachers of Mathematics (NCTM), Science Education National Science Teachers Association (NSTA), Social Studies National Council for the Social Studies (NCSS). Exit and Alumni surveys.	Faculty, Program Coordinator, two reviewers use the ROPA rubric to evaluate intern's portfolio	Integration of new ROPA standards. The program is implementing its assessment system and providing regular and comprehensive data on program quality, unit operations, and candidate performance at each stage of a program, including the first years of practice.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Social Work (B.S.)	Yes	Course Syllabi. <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	CSWE Standards are used to evaluate (www.uvm.edu!/socwork)	Faculty	Changes have been made on the basis of program review on pre-practice course development, advising, field supervision, changes in senior course syllabi and student program involvement.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/18/2007
Social Work (MSW)	Yes	Course Syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	CSWE Standards are used to evaluate (www.uvm.edu!/socwork)	Faculty	Changes have been made on the basis of program review on pre-practice course development, advising, field supervision, changes in senior course syllabi and student program involvement.		10/18/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Special Education (M.Ed.)	Yes	Handbook, course syllabi, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Nationals and State evaluations	Faculty		<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Teacher Education: Early Childhood Education (birth to grade 3) (B.S.)	Yes	Course syllabi. <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	National and State evaluations  Alumni: <a href="http://www.uvm.edu/~edtech/vita/alumnisurveys">http://www.uvm.edu/~edtech/vita/alumnisurveys</a>  Exit: <a href="http://www.uvm.edu/~edtech/vita/exitsurveys">http://www.uvm.edu/~edtech/vita/exitsurveys</a>	Faculty		<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Teacher Education: Early Childhood Special Education (age 3 -6) (B.S.)	Yes	Course syllabi, Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	Exit and Alumni surveys. National and State evaluations	Faculty	Revisions to meet State standards for supervision were made this year.	<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	10/3/2007
Teacher Education: Family and Consumer Sciences (5-12) (B.S.)	Yes	Handbook, <a href="http://www.uvm.edu/~cess/">http://www.uvm.edu/~cess/</a>	All program completers pass the academic content examinations in states that require such examinations for licensure. Exit and Alumni surveys.	Faculty		<a href="http://www.uvm.edu/~cess">www.uvm.edu/~cess</a>	MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
<b>College of Engineering and Mathematical Sciences</b>							
Biomedical Engineering (M.S.)	No						MOU meeting has not yet been held.
Biostatistics (M.S.)	No						MOU meeting has not yet been held.
Civil and Environmental Engineering (M.S.)	No						MOU meeting has not yet been held.
Civil and Environmental Engineering (Ph.D.)	No						MOU meeting has not yet been held.
Civil Engineering (B.S.)	Yes	<a href="http://www.uvm.edu/~cems/soe/?Page=undergrad/ce/objectives.php&amp;SM=undergrad/undergradmenu.html">http://www.uvm.edu/~cems/soe/?Page=undergrad/ce/objectives.php&amp;SM=undergrad/undergradmenu.html</a>	<b>Direct Measures</b> 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. National Standardized Exam <b>Indirect Measures</b> 1. Graduation Senior Survey 2. Student Honors and	Entire program faculty	Implementation of System Education Program	<a href="http://www.uvm.edu/~sysedcee/uvm/Activities%20and%20FindingsNSF07.pdf">http://www.uvm.edu/~sysedcee/uvm/Activities%20and%20FindingsNSF07.pdf</a>	MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Computer Science (B.S.)	No						7/8/2003
Computer Science (M.S.)	No						7/8/2003
Computer Science (Ph.D.)	No						7/8/2003
Computer Science: Computer Science and Information Systems (B.S.)	No						7/8/2003
Electrical Engineering (B.S.)	Yes	<a href="http://www.uvm.edu/~cems/soe/?Page=undergrad/ece/objectives.php&amp;SM=undergrad/undergrad_admenu.html">http://www.uvm.edu/~cems/soe/?Page=undergrad/ece/objectives.php&amp;SM=undergrad/undergrad_admenu.html</a>	<b>Direct Measures</b> 1. Classroom work evaluated in terms of program learning goals 2. Capstone course <b>Indirect Measures</b> 1. Graduation Senior Survey 2. Student Honors and Awards	Entire program faculty	Re-examined curriculum and prepared changes		MOU meeting has not yet been held.
Electrical Engineering (M.S.)	No						MOU meeting has not yet been held.
Electrical Engineering (Ph.D.)	No						MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Engineering Management (B.S.)	Yes	<a href="http://www.uvm.edu/~cems/soe/?Page=undergrad/emgt.php&amp;SM=undergrad/_undergradmenu.htm">http://www.uvm.edu/~cems/soe/?Page=undergrad/emgt.php&amp;SM=undergrad/_undergradmenu.htm</a> 1	<b>Direct Measures</b> 1. Classroom work evaluated in terms of program learning goals 2. Capstone course <b>Indirect Measures</b> 1. Graduation Senior Survey 2. Student Honors and Awards	Program faculty in engineering and business administration	Under re-evaluation		MOU meeting has not yet been held.
Environmental Engineering (B.S.)	Yes See Civil Engineering						MOU meeting has not yet been held.
Mathematics (B.S.)	No						MOU meeting has not yet been held.
Mathematics (M.S.)	No						MOU meeting has not yet been held.
Mathematics (M.S.T.)	No						MOU meeting has not yet been held.
Mathematical Sciences (Ph.D.)	No						MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Mathematics: Statistics (B.S.)	No						MOU meeting has not yet been held.
Mechanical Engineering (B.S.)	Yes	<a href="http://www.uvm.edu/~cems/soe/?Page=undergrad/me/objectives.php&amp;SM=undergrad/undergradmenu.html">http://www.uvm.edu/~cems/soe/?Page=undergrad/me/objectives.php&amp;SM=undergrad/undergradmenu.html</a>	<b>Direct Measures</b> 1. Classroom work evaluated in terms of program learning goals 2. Capstone course <b>Indirect Measures</b> 1. Graduation Senior Survey 2. Student Honors and	Entire program faculty	Re-examined curriculum and prepared changes		MOU meeting has not yet been held.
Mechanical Engineering (M.S.)	No						MOU meeting has not yet been held.
Mechanical Engineering (Ph.D.)	No						MOU meeting has not yet been held.
Statistics (M.S.)	No						MOU meeting has not yet been held.
<b>College of Medicine</b>							
Biochemistry (Ph.D)	No data reported.						10/24/2008
Cell and Molecular Biology (M.S.)	No	N/A	Comprehensive Exam	Education Committee-written exam graded by education committee and other faculty, oral literature presentation	Yes, this process has been recently adopted as a result of our old comprehensive exam/qualifying exam not testing students abilities.		MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Cell and Molecular Biology (Ph.D.)	No	N/A	Comprehensive Exam  Qualifying Exam	Education Committee-written exam graded by education committee and other faculty, oral literature presentation  Students Studies Committee- Annual meeting	Yes, this process has been recently adopted as a result of our old comprehensive exam/qualifying exam not testing students abilities.		MOU meeting has not yet been held.
Medicine (M.D.)	Yes	They are published on our on-line learning system - COMET; Degree competencies are collated in an internal master document and each individual course has learning objectives within its syllabus electronically on COMET.	1. LCME full 8 year accreditation. More applicants with better admission criteria (GPA, MCAT scores), USMLE scores same or better than prior to VIC, Student satisfaction with the VIC, outstanding match results.	The Committee on Instructional Improvement shall be responsible for a continuous review and evaluation of the undergraduate educational programs of the College of Medicine both in the light of college objectives and national medical education priorities on the basis of this continuing study, the committee may make recommendations to the Advisory Council, the dean and the faculty.	The data is reviewed by the VIC Implementation team, the Level Director, Foundations Director, and Clerkship Directors. The entire curriculum was revised beginning with the students in the Class of 2007. Several pilot curricular components were field-tested before permanent inclusion in the curriculum.		MOU meeting has not yet been held.
Microbiology and Molecular Genetics (Ph.D.)	No data reported.						MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	<p>Examples</p> <p>Direct Measures</p> <ol style="list-style-type: none"> <li>1. Classroom work evaluated in terms of program learning goals</li> <li>2. Capstone course</li> <li>3. Department Exam</li> <li>4. National Standardized Exam</li> <li>5. Portfolio Review</li> </ol> <p>Indirect Measures</p> <ol style="list-style-type: none"> <li>1. Graduation Senior Survey</li> <li>2. Alumni Survey</li> </ol>	<p>Interpreter:</p> <p>Chair only</p> <p>Faculty Committee</p> <p>Entire Faculty</p> <p>College Administration</p> <p>Process:</p> <p>Annual Meeting</p> <p>Other?</p>	<p>List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4).</p> <p>Categories of Examples:</p> <p>Pedagogy</p> <p>Course Requirements</p> <p>Degree Requirements</p> <p>Course Content</p>	Web Address for full documentation	Date of meeting to establish MOU
Molecular Physiology and Biophysics (M.S.)	Yes	Graduate College Catalogue, Departmental Website, Graduate Student Handout	<p>Students are required to obtain a B average in the graduate physiology course MBPB 301-302, pass their comprehensive exam and thesis defense. In addition they must give 3 oral presentations and perform . Students also meet with their studies/thesis committee at least twice a year to assess progress. A form sheet with course and other degree requirements is updated by student and reviewed with their studies/thesis committee after each semester.</p>	The departmental graduate education committee with input from the faculty and the students studies/thesis committee and ultimately the Graduate College	The studies/thesis committee will inform student of their progress and any deficiencies that must be addressed. Advice as to proper course of action or remedial work is discussed. The departmental graduate education committee is then informed and actions taken as needed.		10/24/2008
Molecular Physiology and Biophysics (Ph.D.)	Yes	Graduate College Catalogue, Departmental Website, Graduate Student Handout	<p>Students are required to obtain a B average in the graduate physiology course MBPB 301-302, pass their comprehensive exam and thesis defense. In addition they must give 3 oral presentations and perform . Students also meet with their studies/thesis committee at least twice a year to assess progress. A form sheet with course and other degree requirements is updated by student and reviewed with their studies/thesis committee after each semester.</p>	The departmental graduate education committee with input from the faculty and the students studies/thesis committee and ultimately the Graduate College	The studies/thesis committee will inform student of their progress and any deficiencies that must be addressed. Advice as to proper course of action or remedial work is discussed. The departmental graduate education committee is then informed and actions taken as needed.		10/24/2008

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Neuroscience (terminal M.S.)	Yes	grad program proposal	<ul style="list-style-type: none"> <li>• Time to degree</li> <li>• Retention rate in the program</li> <li>• Number of publications of trainees and their advisors</li> <li>• Success rate of students in securing predoctoral fellowships</li> <li>• Breadth of training experienced by students with respect to disciplines</li> <li>• Success rate of dissertation advisors in securing extramural funding</li> <li>• Placement of students</li> </ul>	Program review every 5 yrs by NGP Steering Committee and invited outside reviewers	Program too new- no one has completed it yet		MOU meeting has not yet been held.
Neuroscience (Ph.D.)	Yes	grad program proposal	<ul style="list-style-type: none"> <li>• Time to degree</li> <li>• Retention rate in the program</li> <li>• Number of publications of trainees and their advisors</li> <li>• Success rate of students in securing predoctoral fellowships</li> <li>• Breadth of training experienced by students with respect to disciplines</li> <li>• Success rate of dissertation advisors in securing extramural funding</li> <li>• Placement of students after obtaining the PhD</li> </ul>	Program review every 5 yrs by NGP Steering Committee and invited outside reviewers	Program too new- no one has completed it yet		MOU meeting has not yet been held.
Pathology (M.S.)	No	UVM Catalogue	Biochemistry 301/302; Pathology 305.306; Thesis and thesis defense	Thesis committee and Graduate College	to award degree		10/24/2008
Pharmacology (M.S.)	No data reported.						10/24/2008

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Pharmacology (Ph.D.)	No data reported.						10/24/2008
<b>College of Nursing and Health Sciences</b>							
Athletic Training Education (B.S.)	Yes	RMS Student Handbook ATEP Comprehensive Plan Program Outcomes List <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html</a>	Direct Measures 1. Student Evaluations 2. Board of Certification Exam Pass Rates 3. Advising Surveys 4. Capstone Course Indirect Measures 1. Graduate Exit Surveys 2. Employer Surveys 3. External Accreditation (CAATE) 4. Alumni Surveys	Interpreter: Faculty Review on a Yearly basis Program Director makes final review External accreditator requires annual report Process: Department meeting	Course Content Degree Requirements Clinical Site placement Resources (faculty, space) Admission requirements New departmental vision/goals (2006) New department strategic plan New faculty/student handbooks 2007 Faculty appointments New courses/programs	<a href="http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html</a>	MOU meeting has not yet been held.
Exercise and Movement Science (B.S.)	Yes	RMS Student Handbook Program Outcomes List <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html</a>	Direct Measures Portfolio Assessment Indirect Measures Graduate Followup Survey Employment rate	Interpreter: Faculty Review on a yearly basis Process: Department meeting to review data	program initiated in 2007-2008, none at this time	<a href="http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html</a>	MOU meeting has not yet been held.
Medical Laboratory Science (B.S.)	Yes	MLRS Policies and Procedures Handbook <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=department_s/department_submenu.html</a>	Direct measures percent passing rate on national certifying examination (ASCP, NCA); internship performance Indirect measures: Student Surveys Alumni Surveys Employer Surveys	Interpreter: Chair Program Director MLS Advisory Committee Process: Department meeting	Course Content, Curricular Degree Requirements, Better examination preparation, New courses/programs	<a href="http://www.uvm.edu/~mlrs/?Page=programs/mls_program.html&amp;SM=programs_menu.html">http://www.uvm.edu/~mlrs/?Page=programs/mls_program.html&amp;SM=programs_menu.html</a>	6/27/2007

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Nuclear Medicine Technology (B.S.)	Yes	MLRS Handbook <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html</a>	Direct measures percent passing rate on national certifying examination (NMTCB); internship performance Indirect measures: Student Surveys Alumni Surveys Employer Surveys	Interpreter: Chair Program Director NMT Advisory Committee Process: Department meeting	Course Content, Curricular Degree Requirements, Better examination preparation, New courses/programs	<a href="http://www.uvm.edu/~mlrs/?Page=programs/nmt_program.html&amp;SM=programs_submenu.html">http://www.uvm.edu/~mlrs/?Page=programs/nmt_program.html&amp;SM=programs_submenu.html</a>	6/27/2007
Nursing (B.S.)	Yes	Undergraduate Student Handbook Program Outcomes List (see attached) <a href="http://www.uvm.edu/~nursing/">http://www.uvm.edu/~nursing/</a> <a href="http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf">http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf</a>	Direct Measures 1. Student Evaluations 2. Licensure Exam Pass Rates 3. ATI/HESI exams 4. Capstone Course Indirect Measures 1. Job Placement 2. Employer Surveys 3. EBI Satisfaction scores	Interpreter: Department Curriculum Committee Chair Faculty Process: Monthly Curriculum meeting Department Meeting	Course Content, Degree Requirements, Clinical Site placement, Minimum Grade Requirement Change for passing (Progression), New courses/programs, Pedagogical changes	<a href="http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html</a>	9/30/2008
Nursing for RNs (B.S.)	Yes	Undergraduate Student Handbook Program Outcomes List (see attached) <a href="http://www.uvm.edu/~nursing/">http://www.uvm.edu/~nursing/</a> <a href="http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf">http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf</a>	Direct Measures 1. Student Evaluations 2. Licensure Exam Pass Rates 3. ATI/HESI exams 4. Capstone Course Indirect Measures 1. Job Placement 2. Employer Surveys	Interpreter: Department Curriculum Committee Chair Faculty Process: Monthly Curriculum meeting Department Meeting	Course Content, Degree Requirements, Clinical Site placement, Minimum Grade Requirement Change for passing (Progression), New courses/programs, Pedagogical changes	<a href="http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html</a>	9/30/2008
Nursing (M.S.)	Yes	Graduate Student Handbook Program Outcomes List <a href="http://www.uvm.edu/~nursing/">http://www.uvm.edu/~nursing/</a> <a href="http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf">http://www.uvm.edu/~cnhs/student_services/nursingugradhandbook2007.pdf</a>	Direct Measures 1. Student Evaluations 2. Certification Exam Pass Rates 3. Graduation rates 4. Project/thesis Indirect Measures 1. Employment rates 2. Employer Surveys 3. Site evaluations	Interpreter: Department Curriculum Committee Chair Faculty Process: Monthly Curriculum meeting Department Meeting	Timing/format of comprehensive exam, Number of hours of clinical practice in curriculum (increased), Course Content, Degree Requirements, New courses/programs, Pedagogical changes	<a href="http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/nursing.html&amp;SM=departments/department_submenu.html</a>	9/30/2008

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Physical Therapy (D.P.T.)	Yes	RMS Student Handbook Program Outcomes List <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html</a>	Direct Measures 1. Final Clinical Education Performance Assessment 2. Licensure Exam Pass Rates Indirect Measures 1. Employment rates 2. Employer Surveys 3. Exit surveys 4. Alumni Surveys 5. External Accreditation	Interpreter: Faculty Review on a yearly basis External accreditor Process: Department meeting to review data Report data to external accreditor who matches against national data and benchmarks	Move from MPT to DPT curriculum (implemented in 2007), New departmental vision/goals (2006), New department strategic plan, New faculty/student handbooks 2007, Increase in clinical education time, Development of new interprofessional courses, Change in admission criteria and prerequisites, New courses/programs, Pedagogical changes	<a href="http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/rehab_movement_science.html&amp;SM=departments/department_submenu.html</a>	MOU meeting has not yet been held.
Radiation Therapy (B.S.)	Yes	MLRS Policies and Procedures Handbook <a href="http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html">http://www.uvm.edu/~cnhs/?Page=departments/default.html&amp;SM=departments/department_submenu.html</a>	Direct measures percent passing rate on national certifying examination (AART); internship performance Indirect measures: Student Surveys Alumni Surveys Employer Surveys	Interpreter: Chair Program Director RADT Advisory Committee Process: Department meeting	Course Content, Curricular Degree Requirements, Better examination preparation, New courses/programs	<a href="http://www.uvm.edu/~mlrs/?Page=programs/rt_program.html&amp;SM=programs_menu.html">http://www.uvm.edu/~mlrs/?Page=programs/rt_program.html&amp;SM=programs_menu.html</a>	6/27/2007
<b>The Rubenstein School of Environment &amp; Natural Resources</b>							

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Environmental Sciences (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Environmental Science Program Expectations <a href="http://www.uvm.edu/envnr/undergrads/ensc_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/ensc_program_requirements.pdf</a> , <a href="http://www.uvm.edu/~ensc">http://www.uvm.edu/~ensc</a> (cross campus web page), course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206 (if in The Rubenstein School), Assessed Expected Learning Outcomes of Environmental Science CORE courses with respect to Key Elements of Environmental Science Knowledge Base ( <a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a> ). <i>Indirect Measures:</i> Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Co-Chairs, Program Chairs, Faculty Committee, Curriculum Committee, Honors & Studies Committee	<b>Next step</b> is the review of the content of ENSC CORE course content relative to the assessment of learning expectations completed last year.	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.
Environmental Studies (B.A.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Environmental Studies Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/envs_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/envs_program_requirements.pdf</a> , <a href="http://www.uvm.edu/%7Eenvprog/">http://www.uvm.edu/%7Eenvprog/</a> (cross campus web page), Document Expectations for Learning were Established by ENVS in 1995 (see full Learning Outcome Documentation), course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206 (if in The Rubenstein), ENVS 201, 202 Senior Thesis, Evaluation of Senior Theses, Mid-term evaluations, Program and Honors evaluations of students, <i>Indirect Measures:</i> Syllabi Statement of Goals, Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Director, Program Chairs, Faculty Committees, Curriculum Committee, Honors & Studies Committee	<b>Changes:</b> As a result of the implementation of assessment tools the following changes have occurred: Core course sequence (changes in delivery of the ENVS Core), Writing through the curriculum (vertical integration of writing through the CORE), Oral Skill Refinement (through the CORE vertical integration of presentation skills), Information Retrieval skills were strengthened as a result of assessment feedback, natural science and local landscape natural history (development of a course to meet student expectation), senior theses evaluations has led to "help sessions" for thesis students (walk-in)	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Environmental Studies (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Environmental Studies Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/envs_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/envs_program_requirements.pdf</a> , <a href="http://www.uvm.edu/%7Eenvprog/">http://www.uvm.edu/%7Eenvprog/</a> (cross campus web page), Document Expectations for Learning were Established by ENVS in 1995 (see full Learning Outcome Documentation), course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206 (if in The Rubenstein), ENVS 201, 202 Senior Thesis, Evaluation of Senior Theses, Mid-term evaluations, Program and Honors evaluations of students, <i>Indirect Measures:</i> Syllabi Statement of Goals, Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Director, Program Chairs, Faculty Committees, Curriculum Committee, Honors & Studies Committee	<b>Changes:</b> As a result of the implementation of assessment tools the following changes have occurred: Core course sequence (changes in delivery of the ENVS Core), Writing through the curriculum (vertical integration of writing through the CORE), Oral Skill Refinement (through the CORE vertical integration of presentation skills), Information Retrieval skills were strengthened as a result of assessment feedback, natural science and local landscape natural history (development of a course to meet student expectation), senior theses evaluations has led to "help sessions" for thesis students (walk-in)	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.
Forestry (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Forestry Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/forestry_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/forestry_program_requirements.pdf</a> , course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206, Forestry 122 Forestry Camp: skills assessment <i>Indirect Measures:</i> Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Chair, Faculty Review, Program Chairs, Curriculum Committee, Honors & Studies Committee	Not in the last 5 years	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.
Natural Resources (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Natural Resources Curriculum Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/nr_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/nr_program_requirements.pdf</a> , course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206, <i>Indirect Measure:</i> Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Chair, Faculty Review, Program Chairs, Curriculum Committee, Honors & Studies Committee	Not in the last 5 years	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Natural Resources (M.S.)	Yes	Natural Resources M.S. Expectations and Requirements <a href="http://www.uvm.edu/envnr/welcome/gradpages/milestone_forms/guidelines/MS_Concentration_Guidelines_As_Of_Fall_2004.pdf">http://www.uvm.edu/envnr/welcome/gradpages/milestone_forms/guidelines/MS_Concentration_Guidelines_As_Of_Fall_2004.pdf</a>	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), comprehensive examination, thesis defense, Graduate Symposium presentation <i>Indirect Measures:</i> Alumni Survey, Graduate Student Exit Survey, Graduate Student Publications list, Graduate Student Advisory Board Survey of Current Graduate Students 2008.	Interpreter: Associate Dean for Graduate Education, Program Chairs, Graduate Standards Committee, Graduate Faculty	<b>Changes:</b> 2004 Redesign of the structure of the MS Natural Resources program to include 5 concentrations. More recently the addition of 2 Certificate Programs in Ecological Economics, and Ecological Design with the Gund Institute. As a result of Graduate Student survey and review, the redesign of a course on "Research Design and Proposal Development" will be offered	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.
Natural Resources (Ph.D.)	Yes	Doctoral Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/welcome/gradpages/milestone_forms/guidelines/PhD_Guidelines_As_Of_Spring_2005_Semester.pdf">http://www.uvm.edu/envnr/welcome/gradpages/milestone_forms/guidelines/PhD_Guidelines_As_Of_Spring_2005_Semester.pdf</a>	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), comprehensive examination, proposal seminar, thesis defense, Graduate Symposium presentation <i>Indirect Measures:</i> Alumni Survey, Graduate Student Exit Survey, placement tabulations, Graduate Student Publications list, Graduate Student Advisory Board Survey of Current Students 2008.	Interpreter: Associate Dean for Graduate Education, Program Chairs, Graduate Standards Committee, Graduate Faculty	<b>Changes:</b> The addition of 2 Certificate Programs in Ecological Economics, and Ecological Design. As a result of Graduate Student survey and review, the redesign of a course on "Research Design and Proposal Development" will be offered	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.
Recreation Management (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Recreation Management Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/rec_mgmt_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/rec_mgmt_program_requirements.pdf</a> , course syllabi	<i>Direct Measures:</i> Course Evaluations (questions on achievement of skills), Capstone Class NR-206, RM 191 Internship assessment <i>Indirect Measures:</i> Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Chair, Program Chairs, Curriculum Committee, Honors & Studies Committee	Not in the last 5 years	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.

	Yes or No if No, stop	Website address and list of no more than three non-electronic sources (Examples: student handbook, course syllabi, recruitment brochures)	Examples Direct Measures 1. Classroom work evaluated in terms of program learning goals 2. Capstone course 3. Department Exam 4. National Standardized Exam 5. Portfolio Review Indirect Measures 1. Graduation Senior Survey 2. Alumni Survey	Interpreter: Chair only Faculty Committee Entire Faculty College Administration Process: Annual Meeting Other?	List up to five of the most significant changes that have been made in the past five years as a result of using the evidence in (4). Categories of Examples: Pedagogy Course Requirements Degree Requirements Course Content	Web Address for full documentation	Date of meeting to establish MOU
Wildlife and Fisheries Biology (B.S.)	Yes	Student Handbook <a href="http://www.uvm.edu/envnr/?Page=handbook/index.html">http://www.uvm.edu/envnr/?Page=handbook/index.html</a> , Wildlife and Fisheries Biology Program Expectations and Requirements <a href="http://www.uvm.edu/envnr/undergrads/wfb_program_requirements.pdf">http://www.uvm.edu/envnr/undergrads/wfb_program_requirements.pdf</a> , course syllabi	<i>Direct Measures</i> :Course Evaluations (questions on achievement of skills), Capstone Class NR-206, <i>Indirect Measures</i> : Alumni Survey, Advising Survey, Honors and Awards	Interpreter: Chair, Program Chairs, Curriculum Committee, Honors & Studies Committee	Not in the last 5 years	<a href="http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html">http://www.uvm.edu/envnr/quick_links/?Page=learning_outcomes_assessment.html</a>	MOU meeting has not yet been held.