Planning Instructions:
Identify at least three student learning outcomes and complete the following portions of this plan. Student learning outcomes are defined in terms of what students will know, or be able to do, or believe as a result of instruction. The completed plan is e-mailed to Oaplan@acad.usf.edu

Reporting Instructions:
At the end of the assessment period, the assessment report is prepared and e-mailed to: Oareports@acad.usf.edu The report contains a summary of assessment findings identified. In addition, the report describes what changes (if any) were made as a result of a review of assessment findings. The discussion on use of results should, at the very least, indicate that faculty members reviewed the assessment findings.
Student Learning Outcome #1

What will students know or be able to do or believe? Be specific.

The development of knowledge of the overall field of Adult Education

ASSESSMENT PLAN - The completed assessment plan is e-mailed to Oaplans@acad.usf.edu at the beginning of the assessment period.

Means of Assessment #1:

The assessment of several learning outcomes in the program is accomplished through the use of the Student Learning Outcomes Survey, which is completed by all doctoral students upon completion of the degree program. Based on the overall student learning outcomes for the program, the survey is designed to collect feedback on the specific content areas associated with each of the overall outcome areas. Following are the five overall areas assessed:

Area 1: Knowledge in the overall field
Area 2: Knowledge and skills in program development
Area 3: Knowledge and skills in research design and methods
Area 4: Professionalism
Area 5: Abilities as practitioner

Using a Likert-type scale, graduates are asked to indicate how well they felt they were able to develop knowledge in each of the represented content areas. In addition, an open-ended question is included at the conclusion requesting recommendations for improvement or changes in the program. The survey is voluntary and all results are kept confidential.

Criteria for Success: An average rating of at least 4.0 in the program area

ASSESSMENT REPORT

Findings:

- These items are completed after assessment activities, at the end of the assessment period. Completed assessment reports are e-mailed to: Oareports@acad.usf.edu

Survey results relating to Area 1: Knowledge of the Overall Field.

In Area 1 a total of 11 specific areas of content were addressed. The average rating for the entire area was 4.17 (out of a possible 5), with individual ratings ranging from a low of 2.89 to a high of 4.78. The information in Table 1 below represents each aspect of content and the average rating.
As seen in Table 1, the majority of content aspects received average ratings above 4.0, indicating most graduates felt the program performed “reasonably well” in providing opportunities to develop knowledge in those areas. However, two aspects have received average ratings considerably lower than the rest: international trends (2.89) and literacy education (3.22).

**Use of Results:** What changes, if any, were made in response to the findings? This section should indicate that faculty members reviewed the assessment findings.
Faculty Response
The following faculty reviewed the results of this assessment:
William Young, Waynne James

Both agreed that comments about the program were generally very positive, indicating the current program options are providing a consistent link to the desired learning outcomes. The low rating regarding international global issues in adult education was anticipated in advance of this assessment and a course was developed in Fall, 2001, aimed at just such issues. Since many recent graduates had completed coursework prior to the development of this course, they would not have had the opportunity to take it. But it will now be offered periodically as an option within the program.
Student Learning Outcome #2

What will students know or be able to do or believe? Be specific.

The advancement of knowledge and skills in program development in Adult Education

ASSESSMENT PLAN - The completed assessment plan is e-mailed to Oaplans@acad.usf.edu at the beginning of the assessment period.

Means of Assessment

Student Learning Outcomes Survey (see description in Student Learning Outcome #1)

Criteria for Success: An average rating of at least 4.0 in the program area

ASSESSMENT REPORT - These items are completed after assessment activities, at the end of the assessment period. Completed assessment reports are e-mailed to: Oareports@acad.usf.edu

Findings:

Area 2: Program Development. In Area 2, five specific content aspects were addressed. As seen in Table 2 below, the overall average rating was 4.51 out of a possible 5, with the lowest single rating of 4.33. The consistently high ratings in Area 2 indicate that generally most graduates felt the program performed “reasonably well” in providing opportunities to develop knowledge in these areas.

Table 2

<table>
<thead>
<tr>
<th>Area 2: Knowledge and skills in program development.</th>
<th>Avg. Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Content Aspects</strong></td>
<td></td>
</tr>
<tr>
<td>Ability to use the theoretical foundations and methods of instructional development involving:</td>
<td></td>
</tr>
<tr>
<td>a) Needs assessment</td>
<td>4.44</td>
</tr>
<tr>
<td>b) Curriculum development</td>
<td>4.44</td>
</tr>
<tr>
<td>c) Instructional design</td>
<td>4.33</td>
</tr>
<tr>
<td>d) Program implementation</td>
<td>4.67</td>
</tr>
<tr>
<td>e) Levels of program evaluation</td>
<td>4.67</td>
</tr>
<tr>
<td>Overall Average</td>
<td>4.51</td>
</tr>
</tbody>
</table>
Use of Results:

Faculty Response
The following faculty reviewed the results of this assessment:
William Young, Waynne James

With an overall rating of 4.51 and no ratings below minimum criteria for success, no action was needed in this area. The current program appears to be successfully providing opportunities for students to develop knowledge and skills in the area of program development.
Outcomes Assessment Plan/Report

Student Learning Outcome #3

What will students know or be able to do or believe? Be specific.

Advancement in the professional practice of Adult Education

ASSESSMENT PLAN - The completed assessment plan is e-mailed to Oaplans@acad.usf.edu at the beginning of the assessment period.

Means of Assessment #1: Follow-up survey of graduates describing their post-graduate positions, responsibilities, and accomplishments in the field.

Criteria for Success: actively involved in the promotion of the profession of adult education and evidence of their own continued professional development

ASSESSMENT REPORT - These items are completed after assessment activities, at the end of the assessment period. Completed assessment reports are e-mailed to Oareports@acad.usf.edu

Findings:
What findings resulted from assessment activities?

Information regarding doctoral graduates in Adult Education for 2001-2002 can be found in Table 3. Several aspects are worth noting regarding the graduates and their accomplishments. First, although the resources to the program within the university have been reduced over the past five years, the number of graduates remains strong, with a total of 5 doctorates awarded over the course of 1 academic year.

A second observation is the diversity of specialty areas among the graduates including higher education, healthcare, human resource development, consulting, and mental health. Regardless of the area of specialty, virtually all of the graduates report that they occupy positions of leadership within their respective organizations, a clear example of their professional growth in the field.

The third and final professional aspect that is apparent among the graduates is evidenced by their professional activities and publications. A summary of such accomplishments as reported by the graduates over the past year appears in Table 3. It is important to note that due to the nature of their positions, some individuals maintain records of these accomplishments and others do not. For example, those in higher education were more likely to provide a complete list of their activities and publications. Others reported that they were involved in such activities as a regular part of their professional positions, but did not maintain an up-to-date record.
### Table 3: Doctoral Graduate Accomplishments

<table>
<thead>
<tr>
<th>Name, Degree Year</th>
<th>Position &amp; Responsibilities</th>
<th>Professional Accomplishments</th>
</tr>
</thead>
</table>
| **Mack Davis, III, 2002**  
Director, Project Thrust, USF |  | Student retention program focusing on the transition of students from high school to college |
| **Gordon Pilet, 2002**  
Director, Interventions, Inc., an organizational Consulting Firm |  | Published book:  
| **Patricia D'Urso, 2001**  
Campus College Chair Graduate Business and Management Program University of Phoenix Tampa & St. Petersburg Campuses  
Adjunct Faculty in Adult Education, USF  
Independent Business Consultant |  | Includes both faculty and administrative responsibilities  
Conference presentation:  
Institute for Learning Styles Research |
| **Lois Ewen, 2001**  
Health Sciences Division Chair and Director of Nursing Program Columbia State Community College Tennessee |  | Several presentations statewide on the topic of nursing shortages and the Economics of running health science program.  
Direct field work: Helping faculty to enhance teaching skills |
<table>
<thead>
<tr>
<th>Name, Degree Year Position &amp; Responsibilities</th>
<th>Professional Accomplishments</th>
</tr>
</thead>
</table>
| **Earl Paul, 2001** Director of Student Activities Additional Faculty responsibilities Hillsborough Community College | Regularly conduct presentations in various areas associated with the field. Examples include:  
  - Future Trends in Community Colleges  
  - Character Development for Students  
  - Interviewing Skills  
  - Leadership Skills |
Use of Results: What changes, if any, were made in response to the findings? This section should indicate that faculty members reviewed the assessment findings.

Faculty Response
The following faculty reviewed the results of this survey:
  William Young, Waynne James

Based on the results of the survey, faculty were satisfied with the successful level of professional development and accomplishments of graduates. No further action was deemed necessary at this time.