**Appendix 1. University of Rochester Doctoral Degree Program Assessment Plan Sample**

1. **Program title:** Discipline x
2. **Program degree:** PhD
3. **Program objectives and program learning outcomes:**

**Program objective 1. Program will prepare students to contribute as original and creative scholars in their field**

Core knowledge, methods, and scholarship: Students will demonstrate comprehensive, in depth knowledge of the theories, methods, and scholarship in the field

Specialization knowledge, methods, and scholarship: Students will demonstrate comprehensive, in depth knowledge of the theories, methods and scholarship within specialized area(s) including the areas of…

Creative synthesis/ Critical thinking: Students will creatively synthesize broad areas of theory and scholarship in generation of new ideas or insights; Students will be able to critically analyze works in the field

Research/ Methods: Students will conduct skillful research including gathering, processing, interpreting scholarship; Students will make considered choices in design of a research study; Students will precisely implement methods of analysis or investigation as part of research projects

Scholarship: Students will produce original, scholarly contributions in their field

Performance/ production/ showing: Students will effectively perform/ produce/ present original works

**Program objective 2. Program will prepare students to be successful and responsible professionals in their field**

Written communication: Students will convey ideas or arguments in clear, concise, well organized papers

Oral communication: Students will convey ideas in cogent, persuasive, and organized presentations

Professional ethics: Students will appreciate the importance of and demonstrate a responsible, ethical manner in professional work

Teamwork: Students will demonstrate ability to work with others on projects, including sharing work involved in development of initial ideas and project plan, discussion of progress, and completion of work

Teaching: Students will present well organized lectures, classroom activities and assignments that support student learning

Creativity/ innovation/ entrepreneur ship: Students will demonstrate abilities in creativity/ innovation/ entrepreneurship through development of new inventions, patents, publications, productions, performances, public or private organizations

Global citizenship/ broad impact: Students will demonstrate appreciation for one’s role as a member of an increasingly connected global society: Student work will demonstrate awareness of its social, economic, technical, or ethical impact

**Program objective 3. Program will prepare students to hold positions of leadership in academic, government, non-profit and industry organizations**

Leadership: Students will demonstrate leadership through positions held in scholarly and other professional activities

1. **Program assessment methods- direct methods**

The following methods will be implemented annually and for each doctoral degree candidate. Test results and faculty review forms for each method will be gathered in student file:

1. Qualifying exam- written- test sections written and student responses reviewed by faculty responsible for each section. Scores on each section of exams will be reviewed annually.
2. Qualifying exam- oral- test responses reviewed by faculty responsible for each section. Review of student performance on oral exams will be reviewed annually.
3. Doctoral dissertation proposal, written form, will be reviewed by faculty committee using the Doctoral Dissertation Proposal Review Form. Data from review forms will be tabulated and reviewed by faculty every even number years.
4. Doctoral dissertation proposal, oral defense, will be reviewed by faculty committee using the Doctoral Dissertation Proposal Review Form. Data from review forms will be tabulated and reviewed by faculty committee every even number years.
5. Doctoral dissertation, written form, will be reviewed by faculty committee using the Doctoral Dissertation Defense Review Form. Data from review forms will be tabulated and reviewed by faculty committee every odd number years.
6. Doctoral dissertation, oral defense, will be reviewed by faculty using the Doctoral Dissertation Defense Review Form. Data from review forms will be tabulated and reviewed by faculty committee every even number years.
7. Awards, fellowships and other distinctions given by the program, University of Rochester, or external organizations (gathered every even number year and reviewed).
8. Refereed journal and conference publications- reported by graduate student to program (gathered every even number year and reviewed).
9. Data gathered on leadership positions held by enrolled students and alumni- reported by students and alumni in Graduating Student Survey and Alumni Survey, respectively. (gathered every odd number year and reviewed).
10. **Program assessment methods- indirect methods**

The following indirect methods will be implemented as noted:

1. Graduating Student Survey will be a web based survey distributed annually by the UR College Director of Assessment. The survey will include questions that ask students to rate the importance of program learning outcome for career plans and to self assess development of learning for selected program learning outcomes.
2. Alumni Survey will be a web based survey distributed by the UR College Director of Assessment every 5 years beginning in 2011-2012. The survey will include questions that ask alumni to rate importance of program learning outcomes for current career and to self assess development of learning for selected program learning outcomes.
3. Post-graduation career data- reported by students and alumni in above surveys
4. **Program assessment data review plan**
5. Data gathered in Doctoral Dissertation Proposal Review Forms and Doctoral Dissertation Defense Forms will be tabulated by program staff on an annual basis, and reviewed by the program curriculum committee.
6. Data gathered in Graduating Student Survey will be reported annually to the program curriculum committee by the College Director of Assessment, and reviewed by the committee each year.
7. Data gathered in the Alumni Survey will be reported every 5 years, beginning in 2011-2012, to the program curriculum committee by the College Director of Assessment, and reviewed by the committee at that time.
8. **Alignment of program learning outcomes and program assessment methods**

**Table 1. Alignment of program learning outcomes and program assessment methods**

|  |  |  |
| --- | --- | --- |
| **Program learning outcome category** | **Program learning outcome** | **Assessment method**  **and**  **Standard for method** |
| Core knowledge, methods, and scholarship | Students will demonstrate comprehensive, in depth knowledge of the theories, methods, and scholarship in the field | **DIRECT METHODS**  **Qualifying exam- written**  Standard: all students will receive grade or score of \_\_\_ on each section of exam  **Qualifying exam- oral**  Standard: all students will receive grade or score of \_\_\_ in their oral exam  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)  **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)  **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4) |
| Specialization knowledge, methods, and scholarship | Students will demonstrate comprehensive, in depth knowledge of the theories, methods and scholarship within specialized area(s) including the areas of… | **DIRECT METHODS**  **Qualifying exam- written**  Standard: all students will receive grade or score of \_\_\_ on specialization section of exam  **Qualifying exam- oral**  Standard: all students will receive grade or score of \_\_\_ in their oral exam  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)  **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)  **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4) |
| Creative synthesis/ Critical thinking | Students will creatively synthesize broad areas of theory and scholarship in generation of new ideas or insights  Students will be able to critically analyze works in the field | **DIRECT METHODS**  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)  **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)  **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4) |
| Research/ Methods | Conduct skillful research including gathering, processing, interpreting scholarship  Students will make considered choices in design of a research study  Students will precisely implement methods of analysis or investigation as part of research projects | **DIRECT METHODS**  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)  **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)  **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4)  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Written communication | Students will convey ideas or arguments in clear, concise, well organized papers | **DIRECT METHODS**  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)    **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)    **INDIRECT METHODS**  **Graduating student survey**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Oral communication | Students will convey ideas in cogent, persuasive, and organized presentations | **DIRECT METHODS**  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)    **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4)  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Scholarship | Students will produce original, scholarly contributions in their field | **DIRECT METHODS**  **Journal and conference publications**  Standard: \_\_\_% of graduating students will have at least 1 paper accepted at a peer reviewed conference or journal  **Awards and other distinctions- data**  **Grants and fellowships- data**  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Performance/ production/ showing | Students will effectively perform/ produce/ present original works | **DIRECT METHODS**  **Jury review**  Standard: all students’ performance/ production/ showing will meet jury standards |
| Professional ethics | Students will appreciate the importance of and demonstrate a responsible, ethical manner in professional work | **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Teamwork | Students will demonstrate ability to work with others on projects, including sharing work involved in development of initial ideas and project plan, discussion of progress, and completion of work | **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Teaching | Students will present well organized lectures, classroom activities and assignments that support student learning | **DIRECT METHODS**  **Teaching observation by faculty**  Standard: Student teaching will meet faculty expectations.  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Leadership | Students will demonstrate leadership through positions held in scholarly and other professional activities | **DIRECT METHODS**  **Student and alumni leadership data**  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Creativity/ Innovation/ entrepreneur- ship | Students will demonstrate abilities in creativity/ innovation/ entrepreneurship through development of new inventions, patents, publications, productions, performances, public or private organizations | **DIRECT METHODS**  **Student and alumni data on inventions, patents, publications, productions, performances, public or private organizations**  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |
| Global citizenship/ broad impact | Students will demonstrate appreciation for one’s role as a member of an increasingly connected global society  Student work will demonstrate awareness of its social, economic, technical, or ethical impact | **DIRECT METHODS**  **Doctoral dissertation proposal- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (1)  **Doctoral dissertation proposal- oral**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Proposal Review Form (2)  **Doctoral dissertation- written**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (3)  **Doctoral dissertation- oral defense**  Standard: all students will receive an average score of \_\_\_ from reviewers for each pertinent criterion listed in Doctoral Dissertation Defense Review Form (4)  **INDIRECT METHODS**  **Graduating student survey (5)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome  **Alumni survey (6)**  Standard: 80% of survey respondents will be satisfied with learning for this outcome |

1. and (2) See attached Doctoral Dissertation Proposal Review Form
2. and (4) See Doctoral Dissertation Defense Review Form
3. Graduating Student Survey will be a web based survey distributed annually by the UR College Director of Assessment. The survey will include questions that ask students to rate the importance of program learning outcome for career plans and to self assess development of learning for selected program learning outcomes.
4. Alumni Survey will be a web based survey distributed by the UR College Director of Assessment every 5 years beginning in 2011-2012. The survey will include questions that ask alumni to rate importance of program learning outcomes for current career and to self assess development of learning for selected program learning outcomes.