Office of Planning and Assessment

UPDATE

ACADEMIC LEADERSHIP COUNCIL

FEBRUARY 22, 2016
Core Functions

- Institutional Research
- Strategic Planning
- Learning Outcomes Assessment
- Accreditation
Goals

- *Conduct* in-depth research studies to inform policy development and decision-making

- *Create* a dynamic web presence to provide access to data and reports

- *Explore* the need for a University-level survey policy and approval process for large-scale surveys of faculty, students, and/or staff

- *Facilitate* the development of IR community of practice

PennState Office of Planning and Assessment
Goals

- *Create* a culture of planning where strategic goals are a touchpoint for decision-making

- *Provide* structural and administrative support for the University strategic plan implementation

- *Transform* the goals and objectives of the University’s strategic plan into a clear working plan

- *Consult* with university leadership and units to identify appropriate types of evidence that can be used to evaluate progress and improve processes
Learning Outcomes Assessment
Our Goals

1. *Create* the optimal learning environment for our students supported with sound and rigorous assessment data
2. *Engage* faculty members in a process that adds value to teaching and scholarship
3. *Develop* an assessment process that assesses student learning at all degree levels (graduate, undergraduate and certificate)
4. *Acknowledge* learning that takes place both inside and outside of the classroom
5. *Embrace* the broad disciplinary community of Penn State through the assessment of student learning
A Graphical Representation of the Programmatic Assessment Process

**Learning Objectives**
Statement of what a student is expected to learn once they complete the degree program

**Mapping**
Graduate programs map learning objectives to grad school goals; undergraduate programs map courses to learning objectives

**Assessments**
Conduct at least one assessment per cycle; compare outcomes assessment to learning objectives

**Report to colleges**
Reports entered into AMS; feedback from college regarding results and next steps

**Implement Change**
Demonstration of intentionality to use data to improve student learning.

University-wide student data sharing; leading to innovations in the student learning environment
Accreditation
Middle States Commission on Higher Education (MSCHE) Update

1. In October 2014 MSCHE approved new standards:
   • Number of standards have been reduced from 14 to 7

2. In December 2015 MSCHE member institutions were asked to endorse:
   • The Commission’s intention to revise its policy on the Cycle and Timing of Accreditation Review in order to adopt an eight-year accreditation cycle and remove the Periodic Review Report from that cycle

3. The revised process is scheduled to begin with 2018-2019 academic year:
   • Self-Study and Evaluation Team Visit
   • More substantial Annual Institutional Update
   • Mid-Point Peer Review
   • Eight-Year Evaluation Cycle
MSCHE New Standards

Standard I: Mission and Goals
Standard II: Ethics and Integrity
Standard III: Design and Delivery of the Student Learning Experience
Standard IV: Support of the Student Experience
Standard V: Educational Effectiveness Assessment
Standard VI: Planning, Resources, and Institutional Improvement
Standard VII: Governance, Leadership, and Administration
MSCHE Monitoring Report

1. Implement evaluation processes to assess the effectiveness of institutional leadership and governance (Standard 4)

2. Further implementation of the periodic assessment of admin structures and services (Standard 5)

3. Review the enrollment management plan for recruitment, retention, marketing, and advertising, particularly with respect to the enrollment of under-represented students, consistent with the institution’s priorities and values (Standard 8)

4. Further implementation of the assessment of general education outcomes within the institution’s overall plan for assessing student learning, and evidence that such assessment results are utilized for curricular improvement (Standards 12 and 14)

5. Further evidence of articulated student knowledge, skills, and competency levels within existing certificate programs (Standard 13)
Update and Discussion: Student Entrepreneurship at Penn State

**Moderator**

Heather Fennessey McWhorter, Director of the Penn State Small Business Development Center (SBDC) and Interim Director of Entrepreneurship and Economic Development Outreach Initiatives

**Panel**

Shawn Clark, Director of Farrell Center for Corporate Innovation and Entrepreneurship

R. Keith Hillkirk, Chancellor, Penn State Berks

Rob Pangborn, Vice President and Dean for Undergraduate Education
Celebrating the success of GEW Penn State 2015

5,058 student, faculty, staff, and community participants
Global Entrepreneurship Week
Success through Collaboration

124 events held at 10 different locations

- Penn State Abington
- Penn State Altoona
- Penn State Behrend
- Penn State Berks
- Penn State DuBois
- Penn State Harrisburg
- Penn State Lehigh Valley
- Penn State University Park
- Penn State World Campus
- The Penn State Lewistown Center

97 University Park events, including sponsorship from 10 colleges

- College of Agricultural Sciences
- College of Arts and Architecture
- College of Communications
- College of Engineering
- College of Health and Human Development
- College of Information Sciences and Technology
- College of the Liberal Arts
- College of Nursing
- Schreyer Honors College
- Smeal College of Business
Mark your calendar now for GEW 2016: November 13–18, 2016
gewpennstate.org
Student Entrepreneurs
Undergraduate Student Entrepreneurship Ecosystem

- Investor, Mentor, and Alumni Networks
- Leveraged Penn State
- Education and Support Programs
- Periodic Competitions, Events, and Funding
- Incubators, Accelerators, Co-Working Spaces, and Tools
- Student Groups

PennState
Undergraduate Student Entrepreneurship Ecosystem

Investor, Mentor, and Alumni Networks

Periodic Competitions, Events, and Funding

Education and Support Programs

Incubators, Accelerators, Co-Working Spaces, and Tools

Student Groups

PennState
Panel Discussion

1. How do we improve collaboration among all units advancing entrepreneurship?

2. What is missing to support entrepreneurship across the University?

3. What should we be doing to advance student entrepreneurship?
Intercollege Minor in Entrepreneurship and Innovation (ENTI)

Colleges and Clusters

- **Business**
  - New Ventures

- **Engineering**
  - Technology Based Entrepreneurship
  - Social Entrepreneurship

- **Communications**
  - New Media

- **IST**
  - Digital Entrepreneurship and Innovation

- **HHD**
  - Hospitality Management

- **Ag Sciences**
  - Food and Bio-Innovation

- **Arts & Arch**
  - Arts Entrepreneurship

**Campuses**
- University Park
- Abington
- Berks

**SP16 ENTI Enrollment**
Total = 250
Course enrollments = 1,200

*Under development: Liberal Arts Entrepreneurship*
Student Entrepreneurship Ecosystem
R. Keith Hillkirk
Chancellor, Penn State Berks

- Entrepreneurship and Innovation Minor (ENTI) formerly Engineering Entrepreneurship Minor (ESHIP)
- Hospitality Entrepreneurship Option in the HM BS Program
- Electro-Mechanical Engineering Technology Program
- Mechanical Engineering Program
- Information Sciences and Technology Program (IST)
- Security and Risk Analysis Program (SRA)
- Business Program
- Accounting Program
- Biology and BMB Programs
Top 10 Items for Administrators

February 22, 2016

Blannie E. Bowen
Vice Provost for Academic Affairs
www.psu.edu/vpaa
The Top 10

1. Intranets
2. Homepages
3. Processes & Deadlines
4. Office Decorum
5. HR & Personnel Management
6. Conflict Resolution
7. Penn State’s Size & Complexity
8. Shared Governance
9. Office of the Dean & Chancellor
10. Your Administrative Team
#1 - Intranets

- Intranets useful & probably needed
- Make intranets intuitive & functional
- What needs to be password protected?
- What should **NOT** be protected?
#2 - Homepages

- We’re revamping the Provost’s websites
- Vice Provost site modeled after Walmart
- Information should be easily accessible
- You should be able to find it!! (Links to your unit and University pages)
- Keep pages user friendly, current, & intuitive
- Use focus groups (or some process) to keep sites functional
#3 - Processes & Deadlines

- Policies being revamped & streamlined
- Meet deadlines (sabbaticals, dossiers, personnel evaluations, tenure track progressions)
- Use check-lists
- Cross-train your office staff
- Courts uphold P&T decisions based on merit
- University can’t defend procedural errors & discrimination
#4 - Office Decorum

- What impressions do you communicate?
- Answer phones promptly
- Return calls & emails
- Limit & manage voice mail
- Greet visitors & make them feel welcome
#5 - HR & Personnel Management

- Today’s legal climate & demand for unions
- Influence of YouTube & social media
- Appointment process for new employees
- **YOU@PSU** must be implemented consistently
- Equity across titles & positions
- Central HR great resource for support
- Use General Counsel’s office for legal opinions & due process questions
#6 - Conflict Resolution

- Issues best dealt with at lowest level
- Become familiar & use University’s processes
- Use ombuds process (University & college)
- FR&R is last PSU resort; Administrators can file complaints
- Growing use of Hotline for anonymous & often frivolous complaints
#7 - Appreciate Penn State’s Size & Complexity

- Communication vs. providing information
- Internal & external communication critical
- Don’t assume your employees are as informed as you
- Have & Use a Plan: **Who needs to know what when by what means?**
#8 - Shared Governance

- Get to know your Senators & Senate protocol
- Meet regularly with your Senators or convenor
- Senate produces informational, advisory & consultative, & legislative reports for curricular matters (courses & programs)
- Read, follow, & become informed about reports
- Express your opinions about proposed reports
- Become engaged in our shared governance
Turnover happens
Build, rebuild, & reward your staff -- appropriately
Set clear expectations & evaluate accordingly
Strive for equity across titles & responsibilities
Deal with your problems -- & don’t shift them to another college or campus
#10 - Your Administrative Team

- Set clear expectations for your associate deans, heads, directors, & other administrators
- They are your first line of defense
- Keep your team informed
- Have routine meetings and seek & use their input
- Do AD14 reviews of your administrators
STOP!