

Criteria for Success

- Quality of instruction and research
- Happy, productive students, faculty, staff and grads
- Highly valued degree
- Fundraising capacity and success
- Appropriate skills and knowledge acquisition
- Successful graduates who are able to pursue employment, grad school or other opportunities
- Recognized by employers, other departments and community
- Balance between research, teaching and service appropriate to the institution
- Students meet stated program and learning goals
- Successful recruiting of students leads to appropriate numbers of students, majors, and a diversity population of students
- Successful recruiting of faculty leads to a diverse faculty with appropriate balance of skills and interests
- Engaged in community
- Curriculum/program is continually striving for improvement and shows innovation
- Department is dynamic and responsive
- Alumni are loyal

Strategies and Tools for Evaluation

- Student Satisfaction measured with exit surveys and alumni tracking
- Job placements – works only if goal is limited to professional training or if jobs are matched to student goals
- Enrollments in classes and majors
- Evaluation of teaching using both students and peers
- Successful tenure and promotion decisions and recommendations
- Engagement of students in appropriate communities (teaching, professional, local)
- Number of recruiters visiting campus
- Number of internships
- Number of grant proposals written and funded
- Results of ASBOG and Teacher Certification or other credentialing tests (must be matched to dept goals)
- Student portfolios
- Success in capstone course
- Alumni giving
- NRC rankings
- Faculty curricular development activity
- Survey information from transfers in and out of the program
- Faculty retention and successful recruiting
- Absence of grievance