Implementing Comprehensive Assessment for Broad Institutional Initiatives

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Roadmap
Background + Importance
Assessment Implementation + Logistics
Case Study: Global Pathways Study
Challenges + Opportunities
Next Steps
Lessons Learned + Takeaways
Activity: Assessment Action Plan
Assessment can help institutions:

- Articulate goals
- Concretize objectives
- Capture outcomes
- Identify high impact practices
- Support their missions
- Improve and refine programs
- Communicate benefits to stakeholders
- Contribute to understanding student growth

Some sample assessment questions -

- How does our initiative impact students’ academic outcomes?
- Does it impact low income students differently than our high income students?
- How do faculty perceive their role in implementing this initiative?
- How does this initiative factor into prospective students’ perception of the institution?
Assessment Implementation + Logistics

### Practical Steps

- Define measurable outcomes
- Design appropriate methods
- Implement (collect data)
- Process (analysis)
- Evaluate
- Report Out
- Revise
**Case Study: Global Pathways Study (GPS)**

Assessing Summit: A Comprehensive Institutional Initiative

**Institutional Context**

- Small, private, Southeastern liberal arts college for women
- Incredibly diverse (65% students of color, 50% LGBTQIA, 44% Pell Grant recipients)
- Global learning and leadership focus (Summit)

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**The Big Question**

How does the Summit initiative impact students and the institution over time?
The Assessment Trajectory

Baseline Data → Follow-Up → Long-Term Outcomes

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Snapshot (Aerlie Scott, c/o 2019)
Cohort I

Baseline Data from Incoming First Years → Follow-Up Data → Institutional Data

August 2015 → April 2016 → April 2017 → April 2018 → April 2019 → April 2020

June 2016 → June 2017 → June 2018 → June 2019

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Variables Measured
### Psychosocial Variables

- **Baseline-Only**: Family, Home, School
- **Psychosocial Constructs**
  - Self-Efficacy, Ethnic Identity, Personality Traits, Cognitive Empathy, Anxiety/Depression
- **Demographic and Identity Variables**

### Summit-Related Variables

- Summit-Related Questions
- Self-Reported Goals
- Student Learning Outcomes
- Journeys Evaluation

### Intercultural Variables

- Global Perspectives Inventory (GPI)
- National Identity
- Social Diversity
- Globally-Related Exposure
  - Duration, purpose, destination
  - Travel and non-Travel Based
  - Curricular and co-curricular
Institutional Variables

- Student Satisfaction + Engagement
- Campus Climate
- Ranking
- Giving
- Enrollment + Retention
- Academic Profile

What the GPS has told us so far --

Selected Findings

- Increases in intercultural competence domains
- Decline in social diversity of friendships
- Globally-related experiences impacted professional experiences
- Strong student engagement
- Journeys immersion as valuable extension of learning

Applications

- Revisions of first year leadership orientation
- Changes to one-credit courses
- Focus on pre-travel orientation and trainings sensitive to needs of diverse student body
- Attending to reduction in international student enrollment

Challenges + Opportunities
Challenges

- Identifying high impact practice (confounding)
- Assessment fatigue
- Demands of analyzing multimethod assessments
- Challenges of multi-institutional collaboration

Opportunities

- Longitudinal approach
- Incentives + buy-in
- Student researcher teams
- Collaborative research and problem-solving

Next Steps

What's on the horizon?

- Longitudinal maps for Cohorts I - IV
- Long-term follow-up (c/o 2019)
- Revise Summit initiative
- Multi-institutional partnership
GPS Multi-Institutional Expansion

- Target to add 10 institutions by Fall 2019
- Individualized “assessment in a box”, free of cost
- Comparative data and information sharing
- Ability to customize to institutions’ needs
- Annual reports and summaries

http://www.janellepeifer.com/join-the-global-pathways-study

Lessons Learned + Takeaways

- Define sharp, narrowly-defined outcomes from the outset
- Get buy-in of key parties, faculty, + students
- Communicate findings in accessible ways
- Attend to the role of identity as it shapes assessment outcomes
- Multi-institutional collaboration is key for broad understanding
Activity: Assessment Action Plan

01 Question
- What is one focused, meaningful, measurable question that you would like to ask?

02 Assemble
- Who needs to be a part of your assessment team for optimal results?

03 Methodology
- Choose your data-collection method.
- Who will you sample? When? In what way (e.g., interview, survey, observation)?
- What will you do with your findings? Who needs to hear about the results?

04 Phrasing
- How will you go about making changes to the assessment plan for its next cycle?

05 Tell
- Many thanks to:
  - Center for Global Learning
  - The Global Development Research Team
  - Susan Goldstein (University of Redlands)
  - Karen Chambers (Saint Mary’s College)

Questions? Collaboration?

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