

Assessment: Assessment Unit Four Column

-- Strategic Plan 2014-2020 (rev. Dec. 2018) --

| <i>Goals & Initiatives</i> | <i>Dashboard Status</i> | <i>Results</i> | <i>Notes</i> |
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| <p>Goal 1 -- Student Success 1.1.1 - Use documented results of formative and summative assessments to improve continuously all MU programs, services, and activities.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Academic programs submit annual reports and undergo five-year program review. Those programs under discipline accreditation undergo additional self-assessment. Teacher education programs are currently self-assessing for a regularly mandated PDE review. The general education program is assessed annually. Non-academic programs and offices having the most interactions with students are now under five-year program review. TracDat is regularly maintained and updated to record and store assessment results. (10/08/2018) Details: Program Review TimeTable (Dec 2018).pdf Non-Academic Five-Year Review Schedule.pdf Accrediting Organizations</p> | <p>Notes: Assessment plans, institutional assessment results, and the five-year program review schedule are posted online. (10/08/2018)</p> |
| <p>Goal 1 -- Student Success 1.1.2 - Cultivate undergraduate and graduate programs that highlight Mansfield's distinctiveness.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Academic programs are managed carefully. Four new associate programs were recently created, while another associate program that had been in moratorium was reactivated. A new bachelor's program was also created. Programs are regularly reviewed and this process sometimes results in cancelling or placing programs into moratorium. MU currently offers 10 associates, 29 bachelors, and two master's programs, plus 44 minors. (11/06/2018) Details: Academic Program Changes.pdf</p> | <p>Notes: PASSHE policy requires programs placed in moratorium to be either reinstated or cancelled within five years of moratorium date. Academic leadership at MU carefully considers whether to reinstate or cancel programs within this five-year time period. (11/12/2018)</p> |

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| <p align="center"> Moratorium review schedule and list of cancelled programs.pdf Mansfield Academic Programs.pdf </p> | | | |
| <p>Goal 1 -- Student Success 1.1.3 - Embrace the liberal arts as our PASSHE identity and core emphasis in all programs.</p> | | | |
| <p>Goal 1 -- Student Success 1.1.4 - Integrate high-impact practices, such as service learning, research, internships and hands-on learning into all areas of study.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Students participate in capstone projects, student teaching, clinical and other practicums, internships, field experiences, individualized music lessons, and independent and individualized instruction. (10/23/2018)</p> | |
| <p>Goal 1 -- Student Success 1.2.1 - Hone and continually market our academic promise</p> | | | |
| <p>Goal 1 -- Student Success 1.2.2 - Promote the development of the whole student by emphasizing the values of the Mansfield Creed as a foundation for personalized education.</p> | <p>Yellow - Mixed Results or Unchanged</p> | <p>Academic Year: 2017 - 2018 Result Type: Mixed The annual Showcase of Student Scholarship was held once again during AY 17-18, though the Student Life Leadership Celebration, which had been held for four straight years and acknowledges students and employees whose actions best represent the Mansfield Creed was not held. (10/30/2018)</p> | <p>Notes: The Creed is found on numerous MU websites, and on a carved plaque in a high foot traffic area. Yet efforts to promote the Creed outside of these annual events could not be determined at this time and should be explored further. (10/30/2018)</p> |
| <p>Goal 1 -- Student Success 1.2.3 - Increase the percentage of students who pursue post-graduate education or are employed in a chosen field.</p> | <p>None - Not Assessed</p> | <p>Academic Year: 2017 - 2018 Result Type: Not Assessed No assessment results. (10/09/2018)</p> | <p>Notes: Benchmarks not yet established to measure progress on this initiative. (10/09/2018)</p> |
| <p>Goal 1 -- Student Success 1.2.4 - Identify and celebrate traditions that are distinctive to Mansfield University.</p> | | | |
| <p>Goal 1 -- Student Success 1.2.5 - Increase personal knowledge of our University and celebrate our success.</p> | | | |

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| <p>Goal 2 -- Resource Management 2.1.1 - Increase the quality of our incoming students' academic profiles.</p> | | | |
| <p>Goal 2 -- Resource Management 2.1.2 - Increase four- and six-year graduation rates.</p> | Yellow - Mixed Results or Unchanged | <p>Academic Year: 2017 - 2018 Result Type: Mixed Four-year graduation rates are rising. Six-year rates after rising fell with the most recent results. (10/02/2018) Details: Retention and Graduation Rates.pdf</p> | <p>Notes: This initiative initially also included raising the total number of graduates annually. However the University is experiencing a period of enrollment decline, so the focus is on graduation rates and not the total number of graduates. (10/02/2018)</p> |
| <p>Goal 2 -- Resource Management 2.1.3 - Increase retention rates.</p> | Yellow - Mixed Results or Unchanged | <p>Academic Year: 2017 - 2018 Result Type: Mixed First-, second-year retention rates are a bit mixed, while third-year rates are showing a declining pattern. (10/02/2018) Details: Retention and Graduation Rates.pdf</p> | <p>Notes: This initiative used to be "Increase annual retention rates." The word annual indicates the goal is to increase retention rates each year. Instead, the goal is now to increase the rates over the period of the plan. (10/02/2018)</p> |
| <p>Goal 2 -- Resource Management 2.1.4 - Increase the diversity profile of incoming students.</p> | Yellow - Mixed Results or Unchanged | <p>Academic Year: 2017 - 2018 Result Type: Mixed Overall freshmen racial and gender diversity has stayed relatively constant, though there has been a significant increase in racial diversity among associate degree students. The percent of non-PA residents has also remained relatively constant. Mansfield has a high percentage of lower income students (as measured by Pell grants recipients), though the percentage also has been relatively constant. (10/02/2018) Details: Freshmen Diversity.xlsx</p> | |
| <p>Goal 2 -- Resource Management 2.1.5 - Strategically increase overall student enrollment to sustain fiscal integrity and academic quality.</p> | Red - Not Met or Needs Attention | <p>Academic Year: 2017 - 2018 Result Type: Not Met Mansfield has experienced significant declines in freshmen, undergraduate, and graduate enrollment over time. (10/02/2018) Details:</p> | |

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| <p>Goal 2 -- Resource Management 2.1.6 - Maintain and improve the affordability of a Mansfield education.</p> | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met Mansfield went to per-credit pricing on undergraduate tuition starting fall 2016, which significantly increased tuition for most students. The University is going back to flat-rate pricing for 12-18 credits starting with the fall 2019 semester and will result in significant savings for many students. (11/29/2018) Details: Costs.pdf Mansfield 2019-20 Tuition & Fees Schedule, 11-29-2018.pdf</p> | |
| <p>Goal 2 -- Resource Management 2.2.1 - Institute a transparent and participatory budget process that aligns resources with University needs as assessed.</p> | PROVOST INPUT | <p>Academic Year: 2017 - 2018 Result Type: Met Provost to Complete? - Adjust result type as needed. (10/30/2018)</p> | |
| <p>Goal 2 -- Resource Management 2.2.2 - Achieve efficiencies through streamlined processes and improved communications.</p> | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met MU utilizes state contracts/COSTARS to improve resource allocation. Other examples of ongoing efforts to improve efficiencies includes outsourcing purchasing and HR functions to Bloomsburg University. (10/02/2018)</p> | |
| <p>Goal 2 -- Resource Management 2.2.3 - Identify, promote, implement, and effectively use up-to-date technologies.</p> | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met Although budget restraints limits how much can be achieved, Campus Technologies has been actively updating technologies across campus. (10/16/2018) Details: CT Activities.pdf</p> | |
| <p>Goal 2 -- Resource Management 2.2.4 - Maintain, enhance and utilize attractive, efficient, and functional spaces for learning and working environments.</p> | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met Facility usage analysis is an ongoing process across campus to determine best use of classroom, office, and auxiliary spaces. (11/13/2018) Details:</p> | |

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| Goal 2 -- Resource Management 2.2.5 - Increase private and philanthropic support annually. | Yellow - Mixed Results or Unchanged | <p>Facilities Usage.pdf</p> <p>Academic Year: 2017 - 2018 Result Type: Mixed A memorandum of understanding was renewed between MU and the Mansfield Foundation after going several years without one. Also, a full-time grants officer was hired during AY 17-18. (10/16/2018) Details: Grants Office Activities.pdf</p> | |
| Goal 2 -- Resource Management 2.2.6 - Develop policies and procedures for achieving and documenting connections between strategic planning, resource allocation, and institution-wide assessment. | PROVOST INPUT | <p>Academic Year: 2017 - 2018 Result Type: Met NEED Provost input.</p> <p>PULL IN EAB for part of this? (10/30/2018)</p> | |
| Goal 3 -- Strategic Engagement 3.1.1 - Become an employer of choice. | None - Not assessed | <p>Academic Year: 2017 - 2018 Result Type: Not Assessed Mansfield University is an attractive local employer because it offers good local wages, paid time-off, and a comprehensive benefits package that includes medical coverage and retirement programs. (10/09/2018)</p> | <p>Notes: This initiative was not assessed because HR functions were outsourced to Bloomsburg University shortly after the start of the fall 2017 semester. (10/09/2018)</p> |
| Goal 3 -- Strategic Engagement 3.1.2 - Recognize the success of staff and faculty who typify our Creed in the performance of their duties on campus and in support of our surrounding communities. | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met The annual service recognition each spring honors employees with 10, 15, 20, 25, 30 & 35 years of service, as well as recent and upcoming retirees. This luncheon also includes presentations for the Employee of the Year, Department Spotlight Award, Dean's Award for Outstanding Teaching and Dean's Award for Outstanding Advising. (01/08/2019)</p> | |
| Goal 3 -- Strategic Engagement 3.1.3 - Promote employee engagement with students. | Green - Met or On Track | <p>Academic Year: 2017 - 2018 Result Type: Met The promotion of employee engagement with students is spearheaded by the Department of Student Life and Living. The addition of "Fire Side Chats" in the residence hall has</p> | |

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| | | <p>provided an opportunity for both faculty and staff to have open conversation about current topics. Through various social and service organizations employees are having regular engagements to guide students in successful activities. Examples of this are found in the Veterans Affairs area, the campus food bank, the Street team, and campus welcome activities for new students. (10/09/2018)</p> | |
| <p>Goal 3 -- Strategic Engagement 3.1.4 - Increase support for the ongoing professional development of our employees.</p> | <p>PROVOST INPUT Red - Not Met or Needs Attention</p> | <p>Academic Year: 2017 - 2018 Result Type: Not Met HAVE PROVOST COMMENT (01/22/2019)</p> | |
| <p>Goal 3 -- Strategic Engagement 3.2.1 - Match student service learning projects with community needs and programs.</p> | <p>Yellow - Mixed Results or Unchanged</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Mansfield's annual day-long community service project was held once again. More than 300 hundred students participated, completing more than 1,100 hours of community service work on a wide variety of projects. In addition to the Big Event, the Student Affairs Office coordinates additional opportunities for students to volunteer with local organizations are available throughout the year. (09/18/2018)</p> | <p>Notes: Local organizations benefiting from the Big Event included the Animal Care Sanctuary, Partners in Progress, Mansfield Food Pantry, the YMCA, Mansfield Little League, Adopt-a-Highway, DCNR, Main Street Clean up, 1st Presbyterian Church, and the Tioga Partnership for Health. (09/18/2018)</p> |
| <p>Goal 3 -- Strategic Engagement 3.2.2 - Seek opportunities for students to participate in experiential learning with community partners.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Mansfield University has over 150 active internship affiliation agreements in Tioga and neighboring counties, so there are lots of opportunities for students to engage in experiential learning with community partners. (10/09/2018)</p> | |
| <p>Goal 3 -- Strategic Engagement 3.2.3 - Emphasize and track community involvement in the life of the university and embrace relationships with organizations in the area.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Several organizations from the community provide support to our students on a regular basis. Local ministries provides students dinners and snacks during the semester and during final exam week. Animal Care Sanctuaries provide cats and dogs to interact with the students to help them escape from daily stressors. In addition, some local businesses provide discounts to MU students and accept the One Card-</p> | <p>Notes: Community members are allowed to use the campus fitness center for a small fee, while campus facilities and meeting spaces are available to local organizations (sometimes at no charge). (10/23/2018)</p> |

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| | | <p>Mountie Money for purchases. Local organizations also participate at the annual welcome weekend for new students on campus. (10/23/2018)</p> | |
| <p>Goal 3 -- Strategic Engagement 3.3.1 - Update the university-wide diversity plan.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met The Diversity and Inclusion Strategic Planning Committee has developed a diversity and inclusion strategic plan. Attach draft of the plan (11/12/2018)</p> | |
| <p>Goal 3 -- Strategic Engagement 3.3.2 - Increase the number of international students on campus and the number of MU students studying abroad.</p> | <p>Red - Not Met or Needs Attention</p> | <p>Academic Year: 2017 - 2018 Result Type: Not Met There are few or no international students in recent freshmen classes, while overall their numbers are declining. Over the past five years no students have studied abroad for an entire semester, except for spring 2018, when three did. (10/02/2018) Details: Int'l and Study Abroad.pdf</p> | <p>Notes: Short-term international study experiences are taking place. For instance, a political science course in conjunction with summer trips to Belize has been taught since 2014, with 24 students participating this past year. (10/02/2018)</p> |
| <p>Goal 3 -- Strategic Engagement 3.4.1 - Develop matrices to organize the relationships between assessments at all levels of the institution.</p> | | | |
| <p>Goal 3 -- Strategic Engagement 3.4.2 - Identify and communicate assessment timelines and accountability roles throughout the institution.</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met Interim Provost Ulrich reformed Mansfield's University-Wide Assessment Committee (UWAC) and charged the committee to provide the necessary support and guidance to the various departments, programs, and offices at Mansfield to ensure that effective assessment is occurring and being documented. In addition, Mansfield maintains a schedule of five-year academic program reviews (academic and non-academic) which is posted on the IR website. (09/25/2018)</p> | <p>Notes: UWAC has four sub-committees: Academic Program Assessment; Student Experience Assessment; Strategic Plan Assessment; and Middle States Accreditation. (09/25/2018)</p> |
| <p>Goal 3 -- Strategic Engagement 3.4.3 - Develop, implement, and document policies and procedures for tracking and monitoring the strategic plan to</p> | <p>Green - Met or On Track</p> | <p>Academic Year: 2017 - 2018 Result Type: Met The strategic plan is assessed regularly and results are reported to the campus. The plan's initiatives are linked to</p> | |

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| ensure that key performance indicators exist, are measurable, and have baselines and benchmarks. | | both Middle States standards and to goals set forth in PASSHE's strategic plan. (09/25/2018) Details: Strategic Plan Assessment.pdf | |