Assessment

Bridgette Decent
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**Our Goal:** Create, identify and administer the requisite assessments to document and analyze the data regarding the efficacy and success of the strategies and action plans for this initiative.

**Phase 1 (completed):**

Use a 3-phase rubric across all 14 working groups in order to standardize assessment activities across teams with disparate goals and strategies, and plan for scheduled measurements of the status of progress towards strategies.

- Met with each team and requested they follow a three-phase rubric template to determine goals, metrics to measure goals and timeline
- Provided feedback to each team
- Created final simplified rubric based on each teams' goals
Phase 2 (In Progress):

Collectively analyze working group assessment plans to identify gaps in existing data, opportunities for collaboration, and ensuring adequate support for systematic data collection and evaluation.

Initial Review: Challenges

• Data sources do not exist for many metrics
  • Qualitative – Focus Groups & Surveys
  • Quantitative – measuring and recording activities
• Finding personnel to create, update, and manage data tracking for each metric
Phase 3 (Future):

Centralize communication, collaboration, and ongoing assessment of progress towards goals throughout the lifecycle of the initiative.

• Initiative Assessment Coordinator post-doctoral position within the Institutional Effectiveness, Accreditation, & Academic Assessment
• Collaboration with the Office of Institutional Research
• Outsourcing qualitative analysis to the Center for Research in Education Policy.
• Establishment of board of directors for oversight of Eradicating Systemic Racism Assessment Activities

End Goal

• Ensure integrated assessment into Eradicating Systemic Racism initiatives
• Public/central dashboard to display progress towards goals
# High Low Recommendations

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| • Create small board of directors consisting of assessment team chairs and others  
  • Identify who will conduct evaluation activities under the guidance of central director & board of directors  
  • Immediately develop and administer simple survey to determine baseline perceptions of current status  
  • Publish known metrics on a publicly accessible centralized website | • Hire full time assessment director (works with all groups guiding activities  
  • Conduct full blown assessment across all categories using each groups goals and metrics as a guide  
  • Establish tasks and communications through central director  
  • Develop appropriate instruments  
  • Identify or create single repository of data |

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| • Utilize current University marketing outlets for progress and results dissemination  
  • Engage faculty in publications efforts | • Create interactive dashboard to display up to the minute |