

**PROGRAM ASSESSMENT PLAN:
AFRICAN AND AFRICAN AMERICAN STUDIES
2004**

1. List the **OBJECTIVES** of the program.

- Graduates will be prepared to assume roles of leadership and informed citizenry in our society.
- Graduates will possess an academic background that will prepare them for employment.
- Enrollment in Graduate Schools

2. Explain how the department or program will know the extent to which **OBJECTIVES** are achieved (alumni or other surveys, employment data, etc.).

- Alumni surveys
- AFS director will also do post-graduation follow-up, telephone, and written contact, with graduates

3. List the **LEARNING OUTCOMES** of the program.

All AFS graduates will have

- knowledge of the history of the African American experience.
- knowledge of and ability to use various methodologies to study the experience.
- ability to research and properly interpret extant sources.
- knowledge of the impact of race and racism in black life.
- knowledge of ways to be successful despite the persistent obstacles of race, racism, economic poverty, and social injustice.
- knowledge of significant persons and ideas in the African American experience.
- learned how to communicate the history of African Americans, verbally as well as in written form.
- the awareness of the ever pressing importance of higher education, especially for persons of African descent.

4. List and briefly describe the **MEASURES** that will be used to assess each learning outcome

- **SENIOR RESEARCH PAPER** will be used each year to
 - test student's knowledge of the various methods used to study the African American experience

- test student’s knowledge of historic figures and ideas in the African American experience
 - evaluate student’s ability to engage critical research of primary sources
 - assess student’s ability to write clearly and effectively
 - test student’s ability to properly document positions\arguments
 - evaluate student’s ability to develop a clear thesis and argue for it consistently throughout his or her paper
- **EXIT INTERVIEW**—developed by director, participating AFS faculty, and students—will be given to each graduating senior for the purpose of ascertaining
 - the students’ view of how the program helped him or her in his or her intellectual, social, and human development
 - what are the graduates’ plans relevant to employment and/or post graduate studies
 - students’ knowledge/awareness of specific content information in learning outcomes categories

5. Describe how learning outcomes are made **MEASUREABLE** and **BENCHMEARKS** or other determinants of success are set.

- The **SENIOR RESEARCH PAPER**--presented by graduating seniors before AFS faculty, majors, minors, and other interested persons—will be evaluated by all participating AFS faculty for how well the student meets the outcomes listed above—knowledge of methodologies, historical figures, and ideas in the African American experience ability to properly use original sources, ability to write clearly and effectively, ability to correctly document positions\arguments, and ability to construct and defend a thesis throughout a paper. The **BENCHMARK total** score for these criteria will be 100%.

6. Describe the process by which **FINDINGS** will be derived from the measures.

- The director will collect the senior research papers. Selected faculty participating in the AFS program will assess each paper according to the measures noted in #4. A report describing the results of the assessment will be written by the director.
- The director will conduct exit interviews with graduating seniors and send surveys to graduates. The data will be collected and reported by the director.

7. Describe the process by which findings are analyzed to determine what **IMPROVEMENTS** should be made to better meet objectives and learning outcomes.

- Findings are communicated to faculty participating in the AFS program and also to the Dean of CoLA. Information is shared with students and their input is included in the discussion. All decisions to change, revise, improve program are made by faculty with input from students.

8. Identify a **TIMETABLE** for assessment.

- Senior research paper is done annually and will be assessed annually.
- Exit interviews will occur annually.
- Telephone follow-up with alumni will be every two years, beginning 2005.
- Alumni survey will be every three years, beginning 2006.

9. Briefly explain how the program's assessment plan supports and interacts with Accreditation and **LICENSURE** requirements (if applicable)

- N/A

10. Describe how the objectives and learning outcomes of the program are **COMMUNICATED** to students.

- Objectives and learning outcomes will be communicated through the catalogue, the program brochure, and director's quarterly meetings with each major and minor.