

**INSTITUTIONAL EFFECTIVENESS PLAN EVALUATION RUBRIC - ACADEMIC**

**Academic Program:**

**Date:**

**Department name:**

**Chair:**

**College:**

**Dean:**

Component	Component Fully Met (Rating = 3)	Component Met (Rating = 2)	Component Partially Met (Rating = 1)	Component Not Met (Rating = 0)	Rating
Mission	Mission includes unit name, purpose, primary function/activities and stakeholders. Aligns with University mission and multiple strategic plan goals. For academic programs, includes teaching, research and service.	Mission includes unit name, purpose, primary function/activities and stakeholders. Aligns with University mission and at least one strategic plan goal. For academic programs, includes teaching, research and service.	Mission stated with some clarity. Relationship to University mission and strategic plan is implied but lacks clarity. For academic programs, includes only 1 or 2 of the following: teaching, research and service.	Unit mission lacks clarity or is not stated. Relationship to University mission and strategic plan is unclear or missing.	
Student Learning Outcomes	Outcomes are consistently stated in measurable terms. Includes 3-5 SLOs that have been selected to inform the program improvement process.	Outcomes stated in measurable terms. Includes 3-5 SLOs.	Outcomes stated, but not all are stated in measurable terms and/or only 2 SLOs.	Outcomes not stated at all or not stated in measurable terms or only 0-1 SLOs.	
Assessment Methods	Assessment method(s) clearly stated in terms of: type of data, source of data, timeline for collection, and appears appropriate. Timeline allows for at least two “closing the loop”	Assessment method(s) clearly stated in terms of: type of data, source of data, and appears appropriate. As a group, assessments include direct and indirect measures.	Assessment method(s) described but lacks 1 of the following: type of data, source of data, or appropriateness. As a group, assessments do not include direct and	Assessment method(s) described but lacks 2 or more of the following: type of data, source of data, or appropriateness. As a group,	

	efforts to occur annually. As a group, assessments include direct and indirect measures.		indirect measures.	assessments do not include direct and indirect measures.	
Assessment Criteria	Criteria for success clearly defined and are specific, quantifiable performance targets. Criteria level is improvement focused, supported by rationale.	Criteria for success defined and are specific, quantifiable performance targets. Criteria level is improvement focused.	Assessment criteria lacks 1 of the following: Criteria for success, quantifiable performance target, criteria level is improvement focused.	Assessment criteria lacks 2 or more of the following: Criteria for success, quantifiable performance target, criteria level is improvement focused.	
Strategic Plan Goals	3-5 goals clearly aligned with strategic plan. 2 or more strategies for each goal with 2 or more planning goals per strategy. Clearly identified timeline. Resources if applicable.	3-5 goals clearly aligned with strategic plan. At least 1 strategy for each goal with at least 1 planning goal per strategy. Clearly identified timeline. Resources if applicable.	Missing 1 of the following elements: goals, strategies, planning goals, timeframe, resources.	Missing 2 or more of the following elements: goals, strategies, planning goals, timeframe, resources.	
Notes on actions needed before approval:					
Action Decided by Institutional Effectiveness Committee: _____ Revisions Needed _____ IE Plan Approved					