

**INSTITUTIONAL EFFECTIVENESS PLAN EVALUATION RUBRIC - COLLEGE**

**College:**

**Dean:**

**Date:**

Component	Component Fully Met (Rating = 3)	Component Met (Rating = 2)	Component Partially Met (Rating = 1)	Component Not Met (Rating = 0)	Rating
Mission	Mission includes college name, purpose, primary function/activities and stakeholders. Aligns with University mission and multiple strategic plan goals. Includes references to teaching, research and service.	Mission includes college name, purpose, primary function/activities and stakeholders. Aligns with University mission and at least one strategic plan goal. Includes references to teaching, research and service.	Mission stated with some clarity. Relationship to University mission and strategic plan is implied but lacks clarity. 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. No reference to teaching, research and service.	
Expected Outcomes	Outcomes are consistently stated in measurable terms. Includes outcomes related to the following for improvement purposes: 1) quality of staff 2) quality of faculty 3) quality of academic programs 4) budget 5) other goals	Outcomes stated in measurable terms. Includes outcomes related to 4 of the following for improvement purposes: 1) quality of staff 2) quality of faculty 3) quality of academic programs 4) budget 5) other goals	Outcomes stated, but not all are stated in measurable terms and/or includes 3 or less of the following: 1) quality of staff 2) quality of faculty 3) quality of academic programs 4) budget 5) other goals	Outcomes not stated at all or not stated in measurable terms.	
Assessment Methods	Assessment method(s) clearly stated in terms of: type of data, source of data,	Assessment method(s) clearly stated in terms of: type of data, source of data,	Assessment method(s) described but lacks 1 of the following: type of data,	Assessment method(s) described but lacks 2 or more of the following:	

	and appears appropriate. As a group, assessments include direct and indirect measures. Number of assessment methods exceeds number of expected outcomes.	and appears appropriate. As a group, assessments include direct and indirect measures.	source of data, or appropriateness. As a group, assessments do not include direct and indirect measures.	type of data, source of data, or appropriateness. As a group, assessments do not include direct and indirect measures.	
Targeted 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.	
Time Frame	Specific time frame stated. Allows for at least two “closing the loop” efforts to occur annually.	Specific time frame stated. Allows for at least one “closing the loop” effort annually.	Time frame stated for some, but not all of expected outcomes.	No time frame stated.	
Notes on actions needed before approval:					
Action Decided by Institutional Effectiveness Committee: _____ Revisions Needed _____ IE Plan Approved					