



UNIVERSITY OF
NORTHWESTERN
ST. PAUL

2017-2018 Assessment Annual



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2017-2018 Assessment Annual

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Introduction

The University of Northwestern is committed to the development and implementation of assessment processes that focus on important outcomes, use multiple measures to gather the best information, use the information to improve performance, and distribute this information to interested stakeholders.

The context of assessment, the “feedback loop” refers to a continuous process, as shown in the graphic. The Assessment Annual is a report of the performance results of outcome areas assessed. The next steps will be to use the implication from the assessment results to determine strategies resulting in improvements.

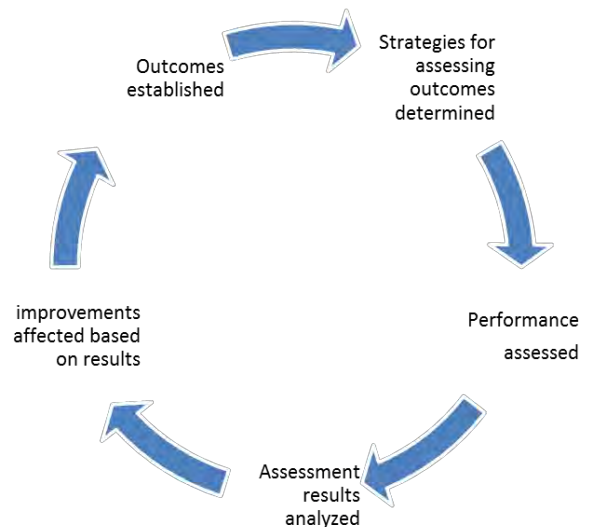
The Assessment Annual summarizes the results of a number of surveys conducted by University of Northwestern—St. Paul. This includes the following:

- Assessment Criteria for College Writing (WCE)
- Assessment Criteria for Oral Communication (OCE)
- Editing Competency Examination (ECE)
- Graduate Record Examination (GRE)
- IDEA Diagnostic Form
- Northwestern Alumni Survey
- Northwestern Senior Survey
- Northwestern Senior Capstone Survey
- On-Site Supervisor Evaluation
- Student Satisfaction Inventory (SSI)

An explanation of each assessment instrument is provided at the end of this report, found on page 26.

Results are also available in separate reports for the following: Student Life Assessment Results, Academic Support Services Survey Results, HEIghTen ETS Intercultural and Diversity Report, and the Global Diversity and Inclusion Benchmark (GDIB).

This report contains student satisfaction data regarding the Northwestern experience, academic life, campus life, and assessment results on a number of the Core Curriculum Outcomes.



Satisfaction with Northwestern Experience

Graduating seniors report high levels of satisfaction with the **overall university experience** at Northwestern. Of the students completing the **Northwestern Senior Survey**, 84 percent indicated they were *Very Satisfied* or *Satisfied* with their overall university experience in 2018. Senior ratings for this item have consistently been over 80 percent (Chart 1).

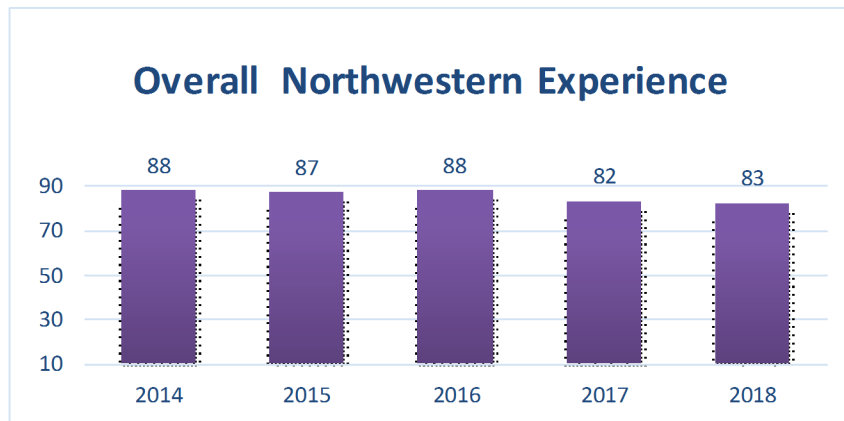


Chart 1. Percentage satisfied with overall university experience.

Alumni Satisfaction with Northwestern Experience

All Northwestern Alumni are surveyed during the Program Review cycle. The table below shows the percentage completing the **Northwestern Alumni Survey** who *Strongly Agreed* or *Agreed* with the items. The mean score on a 4 point scale from 4 = Strongly Agreed to 1= Strongly Disagreed is also shown.

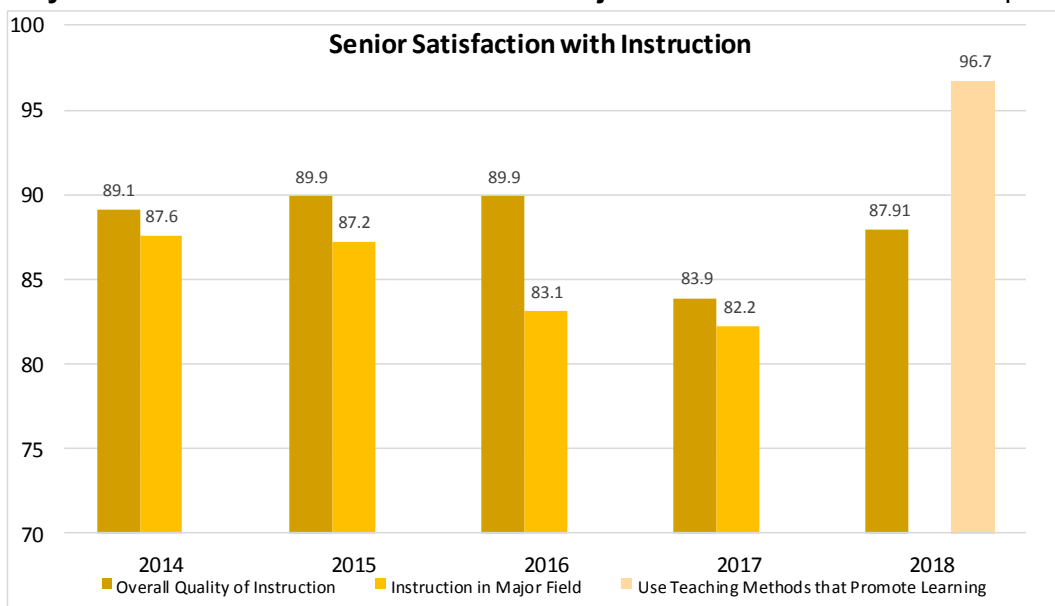
Table 1. Satisfaction with Northwestern experience

	Percent	Mean Score
My major field of study was academically demanding.	92.9	3.25
My academic major was relevant and appropriate for preparation in the field.	87.1	3.20

Satisfaction with Academic Life

Senior Satisfaction with Instruction

As measured by Senior Surveys, the percentage of seniors reporting they are *Very Satisfied* or *Satisfied* with the **overall quality of instruction** and with **instruction in major field** has remained over 80 percent each year (Chart 2.)



* "Instruction in Major Field" was replaced with "Use Teaching Methods that Promote Learning" in 2018.

Satisfaction with Academic Major

The **Northwestern Senior Survey** asks graduate levels of agreement with statements regarding their academic major. Table 2 shows the mean score and percent for each response for 2018 graduates. Over 90 percent of graduates have responded *Strongly Agree* or *Agree* to these statements over the last five years. (See Table 3.)

Strongly Agree = 4, *Agree* = 3, *Disagree* = 2, *Strongly Disagree* = 1

Table 2. Mean Score and percentage who selected each option

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Is academically rigorous	3.28	36.2	55.4	8.1	.28
Is relevant and appropriate for preparation in my field	3.36	41.0	54.0	5.0	.0
Encourages critical thinking	3.49	52.2	44.1	3.6	.0
Encourages integration of faith and learning	3.49	51.1	46.7	2.2	.0

Table 3. Percentage who *Strongly Agree* or *Agree* with the statement—comparison with previous years

	2018	2017	2016	2015	2014
Is academically rigorous	91.6	94.1	96.7	95.0	93.8
Is relevant and appropriate for preparation in my field	95.0	95.6	93.0	94.7	96.8
Encourages critical thinking	96.4	97.1	93.0	98.3	96.8
Encourages integration of faith and learning	97.8	95.3	95.9	97.4	96.8

Senior Satisfaction with Faculty in Major

Seniors were asked to rate their agreement with statements related to faculty in their program on the **Northwestern Senior Survey**. Table 3. shows the percentage who *Strongly Agree or Agreed* with each of the statements.

Table 3. Percentage agreeing with statements related to faculty in major

	Mean Score	% Strongly Agree	% Agree	% Disagree	% Strongly Disagree
Prepare carefully for their courses	3.39	44.0	51.3	4.5	.3
Are available and accessible	3.45	49.3	47.1	3.3	.3
Use teaching methods that promote learning	3.43	46.8	49.9	3.3	0
Are interested in the welfare of students	3.60	64.1	32.9	2.5	.6
Are professionally competent	3.55	59.1	37.3	3.1	.6
Are role models of Christian maturity	3.59	61.6	35.7	2.8	0
Have clearly stated expectations for students	3.39	45.1	48.8	6.1	0
Evaluate fairly and appropriately	3.44	48.5	46.8	4.7	0
Are knowledgeable academic advisors	3.42	50.1	43.2	5.0	1.7
Create a safe place for questions and discussion of difficult topics	3.48	52.4	43.5	4.2	0

The majority of academic departments administer the **Senior Capstone Survey** to their graduating seniors. Questions are asked regarding agreement with a variety of statements about the academic program and faculty. Table 4 shows the percentage who *Strongly Agreed or Agreed* with each of the statements over the last five years.

Table 4. Percentage agreeing with statements about faculty in major

Faculty in my major	2018	2017	2016	2015
Are genuinely interested in the welfare of students	98.0	96.7	98.5	97.7
Are role models of Christian maturity	99.2	97.2	98.9	95.9
Are professionally competent	97.2	97.7	99.2	95.9
Are up-to-date in their knowledge of the field	94.9	96.9	96.2	95.9
Are available and accessible	96.1	95.1	96.6	95.8
Have high, clearly stated expectations for students	93.3	97.2	95.1	95.3
Prepare carefully for their courses	95.3	94.3	96.6	94.7
Encourage discussion of different scholarly points of view	94.1	95.4	94.7	92.9

UNW Student Satisfaction with Academic Life

Students completing the 2017-2018 *Student Satisfaction Inventory (SSI)* reported higher satisfaction than students in the CCCU and the National Private College did for most items related to faculty and instruction. The largest discrepancy in satisfaction was shown on the item related to faculty availability. On the seven point scale, the benchmark goal of 5.50 was achieved for all items (Chart 3.)

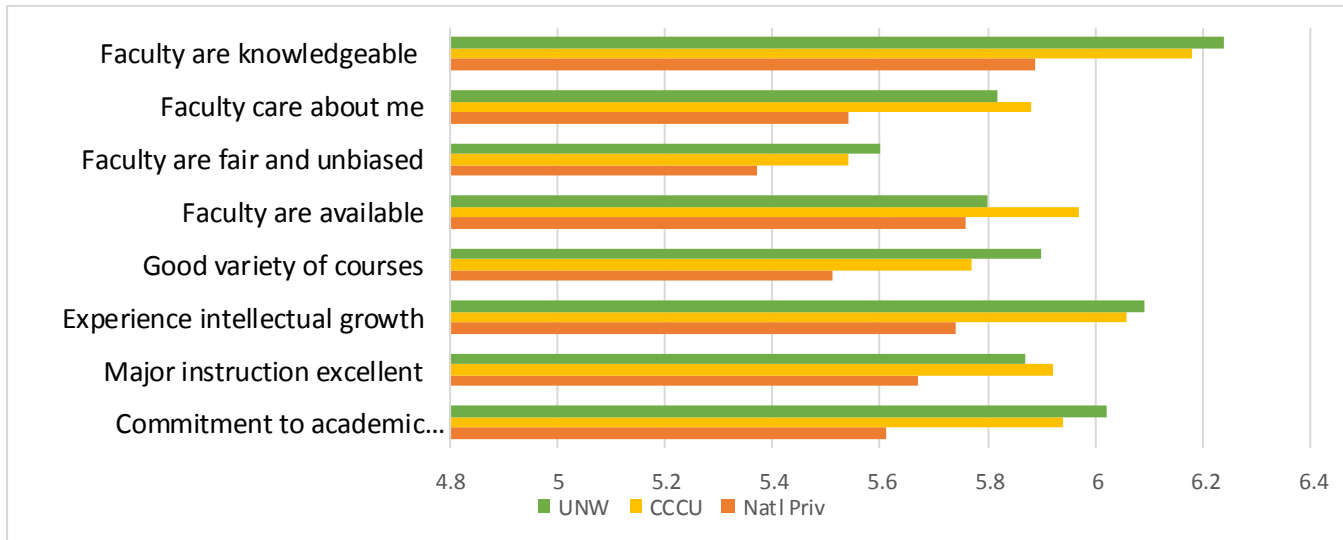


Chart 3. Satisfaction compared to National Private and CCCU samples

Senior Satisfaction with Career & Graduate School Preparation

Table 5 shows the percent who *Strongly Agreed* or *Agreed* with statements on the *Senior Capstone Survey* about their experience at Northwestern. A large majority indicated agreement with these statements.

Table 5. Percentage of seniors who *Strongly Agreed* or *Agreed* with each statement

	2018	2017	2016	2015
I am well-prepared to enter graduate school or advanced study	91.1	91.5	94.4	95.0
I will compete well with graduates from other institutions with similar majors	93.7	89.0	92.1	93.8
I am well prepared for my first job in the field	90.7	94.5	94.0	92.2
I would advise a friend planning a similar major to attend UNW	83.8	91.2	88.1	87.6
If I were starting over, I would select this major at UNW again	84.8	89.0	87.0	84.6

Alumni Satisfaction with Career and Graduate School Preparation

Table 6 shows the percentage of alumni completing the *Northwestern Alumni Survey* who *Strongly Agreed* or *Agreed* with each statement regarding their experience at Northwestern.

Table 6. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement.

	% Strongly Agreed/Agree	Mean Score
This department prepared me well for my first job.	80.9	3.05
This department prepared me well for advanced study.	85.6	3.11
If I were starting over, I would select this major at UNW again.	80.6	3.15
I would advise a friend planning a similar major to attend UNW.	79.8	3.10
I am able to compete well with graduates from other institutions.	93.0	3.55

Alumni Satisfaction with Faculty and Academic Major

Tables 7 and 8 show the percent completing the *Northwestern Alumni Survey* who *Strongly Agreed* or *Agreed* with each statement regarding faculty in their department and their academic major, as well as the mean score on the scale for 4 = *Strongly Agree* to 1 = *Strongly Disagree*. Alumni responses indicate high levels of satisfaction with faculty in their academic major.

Table 7. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement

Faculty in the department:	% Strongly Agreed/Agree	Mean Score
Prepared carefully for their courses	97.4	3.45
Were available and accessible	96.7	3.74
Showed respect for students	97.7	3.56
Used teaching methods that promote learning	95.2	3.39
Were genuinely interested in the welfare of students	98.2	3.64
Were professionally competent	98.9	3.62
Were up-to-date in their knowledge of the field	94.2	3.49
Had high, clearly-stated expectations for students	94.5	3.41
Evaluated fairly and appropriately	97.7	3.46

Table 8. Percentage of alumni who *Strongly Agreed* or *Agreed* with each statement.

My academic major:	% Strongly Agreed/Agree	Mean Score
Was academically demanding	84.3	2.94
Was an academically stimulating environment	96.8	3.38
Encouraged different scholarly points of view	84.3	3.06
Encouraged critical thinking	96.1	3.31
Provided a good environment for learning	100.0	3.47
Was relevant and appropriate for preparation in the field	84.6	3.12
Communicated requirements and procedures well to students	94.0	3.30
Provided adequate opportunities to evaluate faculty and courses	86.3	3.12
Stimulated me to continue learning after completing the program	86.2	3.20
Incorporated technology in course work where appropriate	92.1	3.22

Satisfaction with Campus Life

Seniors Rate Satisfaction with Campus Life and Services

On the *Northwestern Senior Survey*, graduating seniors are asked to rate their satisfaction with elements of campus life and services. Table 9 shows the percentage who responded that they were *Very Satisfied* or *Satisfied* with aspects of Campus Life.

Table 9. Percentage satisfied with aspects campus life compared with previous years.

Satisfaction with campus life	2018	2017	2016	2015	2014
Sense of community on campus	74.7	72.0	78.4	70.0	78.1
Values of the Declaration of Christina Community (DCC)*	64.5				
Expectations of the Declaration of Christian Community (DCC)**	58.0	53.4	62.5	52.5	58.8
Opportunities to serve in leadership	62.7	70.0	77.9	72.4	75.8
Attitudes of staff towards students	86.0	86.6	89.1	89.2	92.6
Campus Housing Facilities	70.8	73.4	74.7	73.6	71.7
Opportunities for study abroad	53.3	66.5	69.4	61.5	57.9
Volunteer/service activities	80.6	65.5	68.7	69.9	72.6

* New question in 2018

** Wording changed from "Rules governing student conduct" for 2018

Senior Satisfaction with Campus Services

Table 10 shows the percentage of seniors who responded that they were *Very Satisfied* or *Satisfied* with Campus Services on the *Northwestern Senior Survey*.

Table 10. Percentage satisfied with campus services compared with previous years

Satisfaction with campus services	2018	2017	2016	2015	2014
Food service	57.7	63.3	68.7	58.9	61.2
Commuter life experience	54.9	43.6	40.6	41.9	50.0
Counseling services	68.5	72.7	71.6	72.7	66.4
Health services	77.3	79.7	78.8	77.0	75.5
Services for students with disabilities	68.4	60.1	68.7	61.3	67.0
Academic advising	71.9	73.8	76.5	72.7	75.4
Career development services	73.0	67.0	71.4	69.7	75.2
Library services	86.7	86.9	89.3	88.9	88.3
Registrar's Office services	86.2	87.9	85.6	87.9	90.4

Campus Climate and Environment

Mean scores on the 2017-2018 *Student Satisfaction Inventory (SSI)* rating levels of agreement with items related to the Campus climate and environment are reported on Table 11. Items are rated on a scale of 1= *Not at all Satisfied*, to 7= *Very Satisfied*. Mean scores are compared with CCCU and National Private college samples.

Table 11: Satisfaction compared with National Private and CCCU samples

	UNW	CCCU	National Private
This institution has a good reputation in the community	6.15	6.05	5.59
The campus staff are caring and helpful	5.92	5.91	5.60
This institution shows concern for students	5.89	5.77	5.38
It is an enjoyable experience to be a student here	5.77	5.70	5.44
I feel a sense of pride about my campus	5.94	6.06	5.26
Most students feel a sense of belonging here	5.67	5.52	5.27
Tuition paid is a worthwhile investment	4.94	5.17	4.92
Students are made to feel welcome on this campus	5.81	5.81	5.62

Core Curriculum Outcomes: Biblical Knowledge & Spiritual Formation

Northwestern graduates will demonstrate knowledge of the Bible and essential teaching of theology and application to their lives and will engage in the process of spiritual growth and identify in Christ.

Biblical Knowledge & Spiritual Formation Integration

The **Senior Capstone Survey** included two items related to the integration of a biblical worldview with the academic discipline. The percentage shown on Table 12 who *Strongly Agreed* or *Agreed* with these statements indicates seniors perceive they are prepared to discuss their major from a biblical worldview and to integrate their faith into their chosen academic field.

Table 12. Senior biblical worldview integration compared with previous years

	2018	2017	2016	2015
I have been prepared to integrate my faith with my academic field	98.9	96.7	97.8	100
I am able to discuss the assumptions, theories and concepts of my major in relationship to a biblical worldview	99.3	99.7	99.2	98.3

Biblical Knowledge & Spiritual Formation Outcomes

On the **Northwestern Senior Survey** graduating seniors are asked to rate Northwestern's influence on the attainment of educational outcomes. Since the survey was first administered in 1994, seniors have ranked faith-related outcomes at the top of the 34 educational outcomes measured each year. (Table 13).

Table 13. Rank of faith related educational outcomes

	2018	2017	2016	2015
Relating the Christian faith to my major field	2	4	1	1
Developing a Christian Worldview	8	3	2	2
Acquiring knowledge of the Bible and Christian doctrines	3	1	3	3
Engaging in the process of spiritual growth*	18	7	6	4

* Survey question changed from "Developing a maturing personal faith in Jesus Christ" in 2018

Satisfaction with Campus Spiritual Life

On the *Northwestern Senior Survey* students indicated satisfaction with spiritual life experiences on campus, campus spiritual climate, and chapel experiences. (Chart 4).

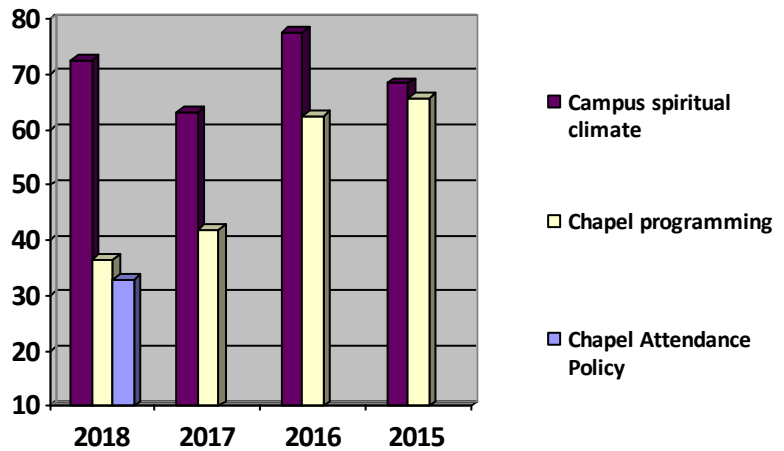
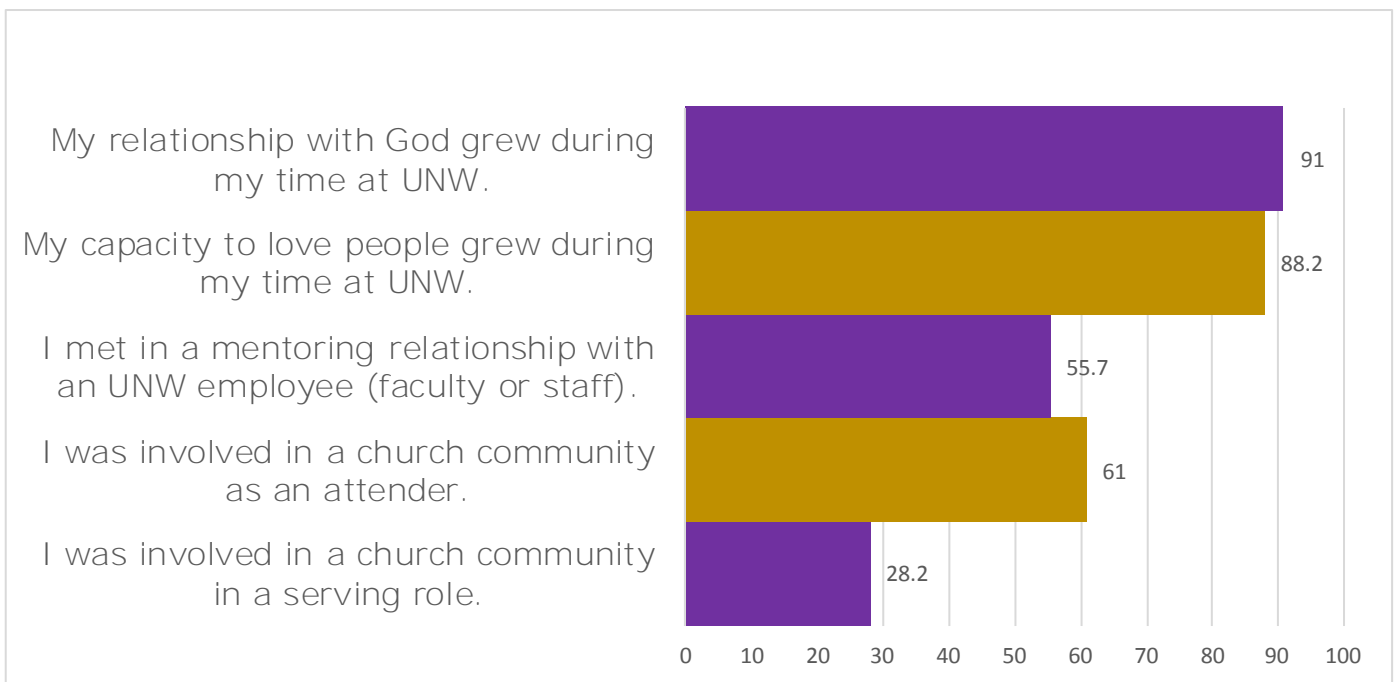


Chart 4. Satisfaction with spiritual life activities on campus.
* Chapel Attendance Policy survey question added in 2017-2018

Senior Participation in Spiritual Formation and Growth

Over 90% of all graduating seniors reported on the *Northwestern Senior Survey* that their **relationship with God grew during their time at UNW**. Over 80% reported that their **capacity to love people grew during their time at UNW**, and over 50% reported that they **met in a mentoring relationship with an UNW employee (faculty or staff)**. (Chart 5).



Spiritual Fit and Growth

The **Northwestern Senior Survey** results revealed that over 90 percent of seniors *Strongly Agreed* or *Agreed* that their relationship with God grew during the time they were a student at UNW.

Table 14. Agreement with spiritual life items compared with previous years

	2018	2017	2016	2015	2014
My relationship with God grew during my time at UNW	91.0	89.7	91.5	94.1	95.7

Alumni Rate Department Faculty

Table 15 below shows the percentage of alumni completing the **Northwestern Alumni Survey** who *Strongly Agreed* or *Agreed* with each statement regarding faculty in their department and academic major. The mean score on a four point scale is also shown.

Table 15. Percent of alumni who *Strongly Agreed* or *Agreed* with each statement

	% Strongly Agreed/Agree	Mean Score
Were role models of Christian maturity	96.8	3.56
Integrated biblical perspectives with the subject area	96.5	3.47
Advisors were Spiritual mentors	75.5	3.05

Integrity Evaluated in Internship Program

Intern supervisors using the **On-Site Supervisor Evaluation**, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. The Supervisors rated the **Integrity** of Northwestern Interns at 4.46.

Table 16. Integrity rated by on-site supervisors.

	2018	2017	2016	2015	2014
Integrity rated by on-site supervisors.	4.46	4.46	4.55	4.55	4.58

Students rate Integration of Faith and Learning

Two items on the **IDEA Diagnostic Form** provide students with the opportunity to describe their perception of how faith is integrated into their academic courses. On a scale of 5 = *Strongly Agree* to 1 = *Strongly Disagree*, the mean score has been near or above 4.80 for both items for the past 5 years (Table 17).

Table 17. Course evaluations: Integration and worldview item results

	2018	2017	2016	2015	2014
My instructor taught the course from a Christian viewpoint.	4.80	4.80	4.73	4.82	4.75
My instructor modeled Christ-like behavior during this course.	4.80	4.80	4.78	4.81	4.75

Student Satisfaction with Spiritual Growth

A representative number of students from the freshmen, sophomore, junior, and senior classes were asked on the 2017-2018 **Student Satisfaction Inventory (SSI)** to rate their agreement with items related to spiritual growth at UNW on a scale of 7 = *Very Satisfied* to 1 = *Not at all Satisfied*. Northwestern students' responses are compared in Table 18 with those of previous years and students in the CCCU sample.

Table 18. Satisfaction with items related to spiritual growth on campus

	2017	2015	2013	2011	CCCU
My understanding of God is strengthened here	6.02	5.97	5.96	6.07	5.83
This college is a good spiritual fit for me	5.75	5.90	5.85	5.93	5.82
This college contributes to my spiritual growth	5.76	5.81	5.80	6.02	5.73
Faculty, staff, admin. are helpful in processing faith	5.65	5.71	5.76	5.60	5.71

Core Curriculum Outcomes: Written Communication

Northwestern graduates will be able to read with comprehension and write effectively.

Upper-Level Written Communication Assessment

UNW instructors teaching upper-level courses designated as having a written communication emphasis, judge the writing samples of students in four criteria categories using the **Assessment Criteria for College Writing (WCE)**. Each category included several items developed to evaluate university-level writing. Table 19 shows the percent of papers judged to be either *Strong*, *Adequate*, or *Weak* in the four focus areas. The benchmark of 70 percent *Strong* was reached for all criteria in 2018, except for Documentation. Table 20 shows the rating for each of the criteria items evaluated.

Table 19. WCE results

Criteria	Strong	Adequate	Weak
Content	70.9	25.8	3.3
Composition Strategies	71.2	25.9	3.0
Presentation and Mechanics	73.6	23.5	3.0
Documentation	56.8	37.5	5.7

Below are the specific items for each of the criteria categories (Table 20).

Table 20. WCE results detail

Content	Strong	Adequate	Weak
Correct type (genre) for the assignment	80.3	16.0	3.7
Clear thesis or controlling concept(s)	74.8	22.5	2.7
Major ideas or components of composition are related to thesis	69.6	28.0	2.4
Evidence or details support major ideas or major components	58.8	36.7	4.4
Composition Strategies	Strong	Adequate	Weak
Organization is obvious and effective	72.8	24.8	2.4
Paragraphs are properly structured	76.2	22.1	1.7
Style is appropriate for genre in tone and level of formality	64.5	30.7	4.8
Presentation and Mechanics	Strong	Adequate	Weak
Presentation	71.4	26.2	2.4
Sentences should make sense	74.5	22.5	3.1
Proper use of punctuation	73.1	23.5	3.4
Grammatically acceptable usage	75.2	21.8	3.1
Documentation	Strong	Adequate	Weak
Appropriate use of sources	61.8	31.1	7.1
Correct documentation style	51.8	43.9	4.4

Written Communication Outcome Achievement

The extent of the Northwestern contribution to the achievement of the outcome **Expressing Ideas Clearly in Writing** was measured on the *Northwestern Senior Survey* using the scale 5=*Very Much* to 1=*Not at all*. Table 21 shows the mean scores for this outcome.

Table 21. Mean scores for Written Communication Outcome Achievement

	2018	2017	2016	2015	2014
Expressing ideas clearly in writing	4.11	4.00	4.13	4.12	4.12

Editing Competency Exam Results

All students completing *ENG1105 Composition I* and *ENG1825 Honors Composition I* are required to take the Northwestern **Editing Competency Examination (ECE)**. The goal of 80 percent passing the examination on the first attempt was reached for both semesters (Table 22).

Table 22. Percent passing the UNW ECE on first attempt by term and year

Course	2017-2018		2016-2017		2015-2016		2014-2015		2013-2014	
	F	S	F	S	F	S	F	S	F	S
ENG1105	86.84	70.58	82.41	82.69	81.7	84.8	80.0	84.8	82.6	89.2
ENG1825	100.00	—	95.0	—	94.4	—	94.4	—	94.0	—

Core Curriculum Outcomes: Oral Communication

Northwestern graduates will be able to speak and listen

Oral Communication Outcome Achievement

UNW instructors teaching upper-level courses designated as having an oral communication emphasis, judge the oral skills of students in four criteria categories using the **Assessment Criteria for Oral Communication (OCE)**. Each criteria included several items developed to evaluate the ability to communicate effectively. Table 23 shows the percentage of oral presentations judged to be either *Strong*, *Adequate* or *Weak* on the four criteria. The benchmark of 60 percent *Strong* was reached for all criteria in 2018, except for Support Material.

Table 23. OCE results

Criteria	Strong	Adequate	Weak
Thesis/Purpose	70.8	28.0	1.2
Organization	65.5	33.1	1.4
Support Material	53.2	44.8	2.0
Delivery	60.2	37.5	2.8

Below are the specific items for each of the criteria categories (Table 24).

Table 2 Detailed OCE results

Thesis/Purpose	Strong	Adequate	Weak
Message is appropriate to the audience	74.9	23.9	1.2
Thesis/Purpose is clearly presented	66.7	32.1	1.2
Organization	Strong	Adequate	Weak
Ideas are clear, logical, and effectively arranged	68.9	29.5	1.6
Includes relevant introduction and conclusion	62.2	36.7	1.2
Support Material	Strong	Adequate	Weak
Specific, credible, relevant sources used as appropriate	53.2	44.8	2.0
Delivery	Strong	Adequate	Weak
Manner is confident	62.6	35.9	1.6
Body language is appropriate (i.e. gestures, movements)	56.8	40.8	2.4
Makes eye contact	65.7	29.9	4.4
Use of voice is effective (voice inflections such as tone, cadence, rate, etc. are appropriate)	61.4	35.5	3.2
Uses technology appropriately	54.5	43.0	2.5

Upper-Level Oral Communication Assessment

The extent of the Northwestern contribution to the achievement of the outcome **Speaking Clearly and Effectively** was measured on the *Northwestern Senior Survey* using the scale 5= *Very Much* to 1= *Not at all*. Table 25 shows the mean scores for this outcome. The goal of 4.00 was reached again in 2017.

Table 25. Mean scores for Oral Communication Outcome Achievement

	2018	2017	2016	2015	2014
Speaking clearly and effectively	4.16	4.04	4.16	4.20	4.17
Listening in order to understand others' perspectives	4.20	4.03	4.10	4.07	4.01

Core Curriculum Outcomes: Leadership

Northwestern graduates will demonstrate the biblical concept of servanthood in leadership.

Intern Leadership Ability

Intern supervisors using the ***On-Site Supervisor Evaluation***, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. The supervisors have rated the **Leadership ability** of Northwestern interns at 3.89 for 2016-2017 (Table 26).

Table 26. On-site supervisors rate leadership ability of interns from UNW

	2017-2018	2016-2017	2015-2016	2014-2015
Leadership ability	3.97	3.89	4.16	4.10

Seniors Rate Attainment of Leadership Outcomes

Table 27 shows the percentage of seniors who reported Northwestern's influence on their attainment of the outcome was *Very Much* or *Much* on the ***Northwestern Senior Survey***.

Table 27. Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2018	2017	2016	2015	2014
Realizing my individual strengths, talents, and gifts	81.6	74.3	82.5	82.7	80.6
Developing leadership skills	73.3	75.2	86.7	75.0	70.2

Core Curriculum Outcomes: Use of Information & Technology

Northwestern graduates will be able to find, evaluate and use information effectively” and “use technology effectively and ethically.

Outcome Evaluated using OCE and WCE Rubrics

OCE and WCE rubrics evaluate elements of these core outcomes as part of Written Communication and Oral Communication emphasis course assignments. The percentage of instructors rating student work as “Strong” for these items is shown in Table 28.

Table 28: OCE and WCE results

	2018	2017	2016	2015	2014
Appropriateness of sources (WCE)	61.8	85.2	61.3	64.4	62.7
Correct documentation style (WCE)	51.8	64.8	51.1	68.4	62.2
Specific credible, relevant sources used (OCE)	53.2	67.4	40.7	54.8	63.3
Uses Technology appropriately (OCE)	54.5	72.7	40.0	62.6	69.5

Senior Rating of Outcome Achievement

Over two-thirds of graduating seniors reported on the **Northwestern Senior Survey** that the University had *Very Much* or *Much* Influence on the achievement of these outcomes (See Table 29).

Table 29: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2018	2017	2016	2015
Developing the ability to find, evaluate, and use information effectively	82.1	79.9	71.2	73.0
Using technology effectively and ethically	73.3	71.8	67.7	67.7

Interns Evaluated on Outcomes

Intern supervisors using the ***On-Site Supervisor Evaluation***, rated Northwestern interns on a scale from 1=*Unsatisfactory* to 5=*Exceptional*. Supervisor rating of items related to these outcome are shown on Table 30 below.

Table 30: Mean score for supervisor ratings

	2018	2017	2016	2015
Computer skills	3.91	3.93	4.17	4.04

IDEA results - Use of Resources

Students completing the IDEA course evaluation form are asked to rate their achievement of the outcome below on a scale of 5= *Exceptional Progress* to 1= *No Progress*. Results shown in Table 31 should be compared to the IDEA national database mean score of 3.7.

Table 31: Student rate progress on achieving outcome

	2018	2017	2016	2015	IDEA
Learning to find and use resources to solve problems	3.9	3.9	3.9	3.9	3.7

Core Curriculum Outcomes: Cultural Competency & Respect

Northwestern graduates will act with integrity, humility, respect and understanding toward individuals and groups in a culturally diverse world.

Senior Rating of Outcome Achievement

Table 32 shows the mean score on **Northwestern Senior Survey** on the influence of the University in the achievement of the outcome. Scores represent a mean score on the scale of 5=*Very Much* to 1=*None*.

Table 32: Mean score and comparison with previous years

	2018	2017	2016	2015	2014
Respecting Cultural and ethnic differences	3.85	3.72	3.94	3.98	3.84
Applying intercultural competence strategies when interacting with others*	3.80	3.71	3.81	3.83	3.66
Interpreting intercultural experience by comparing and contrasting my culture with that of others**	3.75				
Acting with integrity, humility and understanding toward individuals and groups**	4.13				
Listening in order to understand others' perspectives**	4.20				

*Question reworded in 2018

**New question in 2018

Interns Evaluated on Outcomes

Intern supervisors using the ***On-Site Supervisor Evaluation***, rated Northwestern interns on a scale from 5=*Exceptional* to 1=*Unsatisfactory*. Supervisor rating of items related to this outcome are shown on Table 33 below, well above the benchmark of 4.0

Table 33. Mean score for supervisor ratings and comparison with previous years

	2018	2017	2016	2015
Ability to work in a group	4.30	4.27	4.32	4.27
Ability to work with & value diverse cultural groups**	4.23			
Respectful of others	4.50	4.45	4.65	4.54

**New question in 2018

Core Curriculum Outcomes: General Education

The extent of the University's influence on the attainment of a variety of general education outcomes was measured on the *Northwestern Senior Survey*. The chart below shows the percentage of Seniors who rated Northwestern's influence on their achievement of the core curriculum outcome as *Very much* or *Much*. Students gave *Learning to think critically and reason well*, *Developing problem-solving skills*, and *Developing openness to new ideas* the highest ratings. (Chart 6).

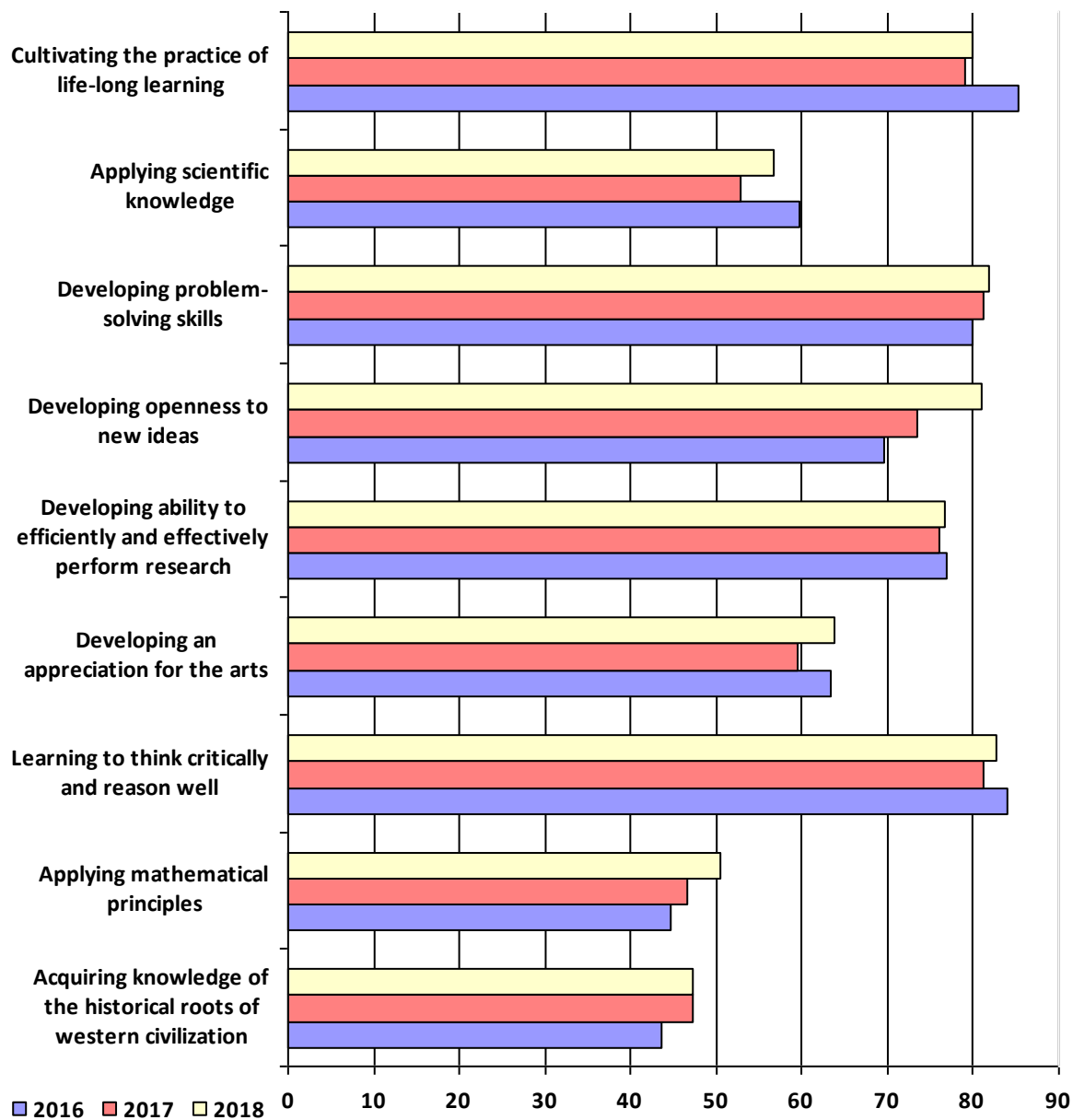


Chart 6. University influence on Core Curriculum Outcomes

Participation in Missions and Service Activities

Northwestern Senior Survey results indicated that over eighty percent of graduating seniors have participated in volunteer/service activities during their years at Northwestern (Chart 7).

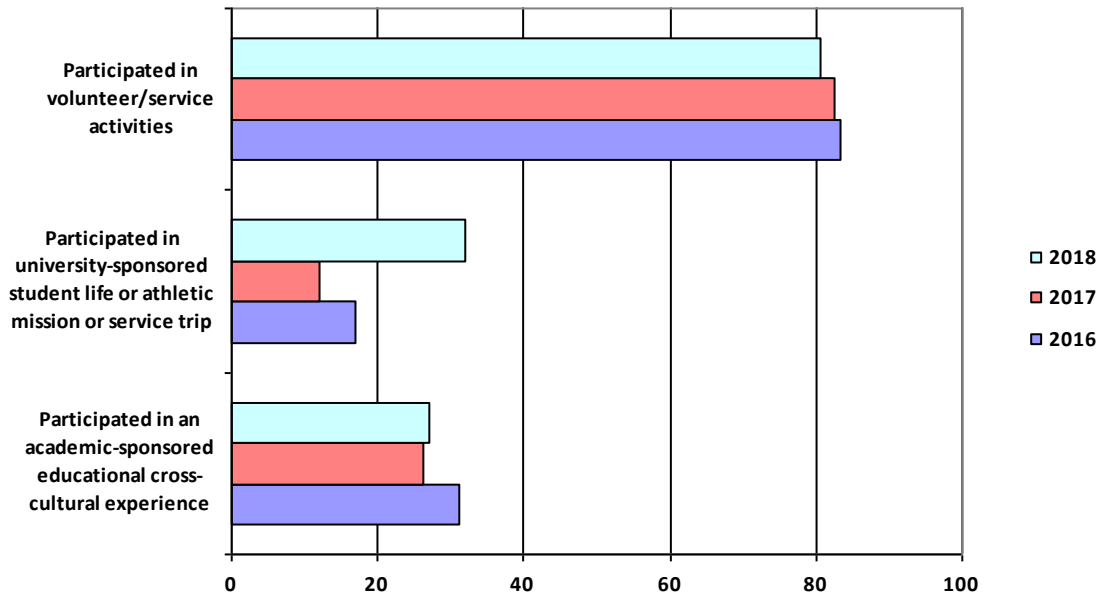


Chart 7. Student Participation involvement in missions and volunteer activities

Seniors Rate Attainment of Personal Outcomes

Table 34 shows the percentage of seniors who reported Northwestern's influence on their attainment of the outcome was *Very Much* or *Much* on the **Northwestern Senior Survey**.

Table 34: Percentage who rated UNW influence on outcome achievement as *Very Much* or *Much*

	2018	2017	2016	2015	2014
Acquiring the skills and knowledge to pursue a career	79.9	80.0	58.7	62.9	56.5
Developing principles and practices for maintaining health and well-	57.1	50.5	55.1	58.5	50.7

Interns Evaluated on Core Outcomes

Intern supervisors using the *On-Site Supervisor Evaluation*, rated Northwestern interns on a scale from 5= *Exceptional*, to 1= *Unsatisfactory*. The supervisors rated Northwestern Interns in below areas (Table 35).

Table 35. On-site Supervisors rate outcomes of interns.

	2018	2017	2016	2015	2014
Technical skills	3.99	3.82	4.17	4.18	4.13
Ability to work in a group	4.30	4.27	4.32	4.27	4.23

Students Rate Achievement of Outcomes

Northwestern students complete the *IDEA Diagnostic Form* for course evaluation in selected classes each year. Students are asked to rate their progress on objectives chosen as important by course instructors. Table 36 below shows the percentage of students who rated their progress on these outcomes as either *Exceptional* or *Substantial*. These results are compared with the IDEA database.

Table 36. Students rate progress on instructors core outcomes

	UNW 2017-2018	UNW 2016-2017	UNW 2015-2016	UNW 2014-2015	IDEA
Gaining factual knowledge	79	79	76	82	78
Learning fundamental principles and theories	72	75	75	76	75
Learning to apply course materials, improving thinking	80	76	83	83	75
Developing specific skills	65	64	74	85	55
Acquiring skills in working with others as a team	35	37	53	54	32
Developing creative capacities	32	28	71	69	25
Gaining a broader understanding and appreciation of intellectual/ cultural activity	33	30	58	50	27
Developing skill in expressing self orally and in writing	52	48	50	52	47
Learning to find and use resources	47	48	52	51	41
Commitment to personal values	43	40	58	62	23
Learning to analyze and critically evaluate ideas	60	59	64	66	49
Acquiring interest in asking own questions	52	50	57	57	41

GRE Scores of UNW Alumni

The **Graduate Record Examinations** (GRE) compares UNW alumni completing the exam with graduates from institutions throughout the country (Chart 8). The benchmark of 50th percentile set for this evaluation was reached in verbal reasoning, quantitative reasoning, and analytical writing skills.

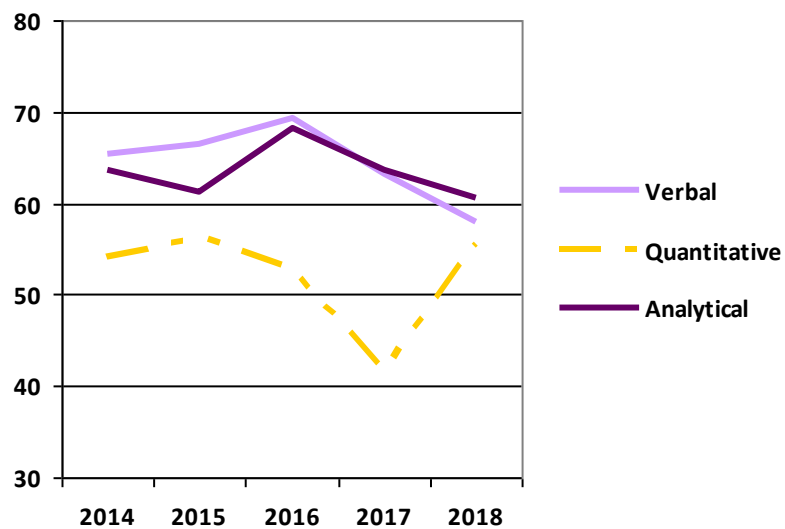


Chart 8 . GRE percentile rank in verbal, quantitative, and analytical skills

Assessment Instruments

ASSESSMENT CRITERIA FOR COLLEGE WRITING (WCE)

This form is a locally designed instrument developed to measure levels of student attainment of objectives in upper-level courses with a Written Communication Emphasis (WCE) designation.

ASSESSMENT CRITERIA FOR ORAL COMMUNICATION (OCE)

This instrument was developed by the Communications Department to measure levels of student attainment of oral communication objectives in upper-level courses with an Oral Communication Emphasis (OCE) designation.

EDITING COMPETENCY EXAMINATION (ECE)

This instrument was developed by the English department as a test of editing competency. The instrument has been positively correlated with the *Collegiate Assessment of Academic Proficiency (CAAP) Writing Exam*.

GRADUATE RECORD EXAMINATION (GRE)

The *Graduate Record Examination* is produced and processed by the Educational Testing Service. GRE results compare Northwestern graduates with national norms in Verbal, Quantitative, and Analytical Writing areas.

IDEA DIAGNOSTIC FORM

This instrument is administered to Northwestern students at the completion of selected academic courses. The IDEA Center *Student Reactions to Instructions and Courses* form measures student perceptions of the course and the professor.

NORTHWESTERN ALUMNI SURVEY

The Northwestern Alumni Survey is administered to alumni of the last five years as part of the departmental program review process. Results are combined to provide a summary of alumni perceptions of their Northwestern experience.

NORTHWESTERN SENIOR SURVEY

This locally developed instrument was designed to survey vocational information, student plans, activities, levels of satisfaction with UNW programs and services, and perceived university outcomes. Questions have been tailored to the distinctives of Northwestern.

NORTHWESTERN SENIOR CAPSTONE SURVEY

This locally developed instrument, given by departments during a capstone experience, is designed to survey perceptions regarding their academic major and the faculty in their major.

ON-SITE SUPERVISOR EVALUATION

This online survey is completed by On-site Supervisors at the completion of an internship experience. General education outcome assessment is included in this instrument developed by the Center for Calling & Career.

STUDENT SATISFACTION INVENTORY

Instrument developed by Noel Levitz measures importance of and satisfaction with a wide variety of college services and experiences. Comparative data with a national private college and CCCU sample is available. UNW administers this inventory once every three years.

