SLO 1: Knowledge of and Commitment to ethical practices
To foster and promote among master's degree candidates a knowledge of and commitment to ethical practice on the part of library and information professionals.

Related Measures

M 1: Interpreting the Library Bill of Rights
Discuss and defend the articles of the Library Bill of Rights. Students write a scholarly essay with a minimum of 1500 words after reviewing the Library Bill of Rights and associated interpretations provided by the ALA. The students focus on evaluation of library collections, censorship and Recommendations for Challenged Materials. They must then locate an actual challenge or attempt to censor library materials (or restrict access) and explain how each of these sections relates to the challenge, or should have related to the challenge. The report is assessed using the writing rubric and assesses content based on the presence and quality of 1) An overview of the situation and material that was challenged (based on the documentation) and of the ALA stance on the issues (based upon the web pages and the documentation). 2) The completeness of the discussion of the implications for collection development or access with attention to a) if the challenge stands, and b) if the challenge fails. The last element assessed is the discussion of the implications for the larger community, schools, families, etc. a) if the challenge stands, and b) if the challenge fails. (This measure was formerly in LIS 511. In the 2013-14 academic year it was moved to LIS 636 in accordance with an action plan.)

Source of Evidence: Written assignment(s), usually scored by a rubric

Target: 85% of students will achieve satisfactory ranking on the rubrics for interpreting the Library Bill of Rights.

Finding (2013-2014) - Target: Met
96% (47/49) students (combined, summer, fall and spring) achieved satisfactory or excellent ranking on the rubrics for interpreting the Library Bill of Rights. Six (100%) licensure students achieved satisfactory. Forty-one out of forty-three (95%) non-licensure students achieved satisfactory or excellent: 2 students did not turn in papers.

M 2: Develop balanced collection policies

Source of Evidence: Written assignment(s), usually scored by a rubric

Target: 85% of students (groups) should achieve satisfactory ranking according to the rubrics for the collection development policies.

Finding (2013-2014) - Target: Met
Overall target for 2013-2014 (combined summer, fall, spring) was MET with 96% (46/48) students achieving satisfactory or excellent ranking according to the rubrics for the collection development policies. Nine out of ten (90%) of licensure students achieved satisfactory or excellent.. Thirty-eight out of thirty-nine (97%) non-licensure students achieved excellent or satisfactory.

SLO 2: Knowledge of the basic tenets of reference, collection development and cataloging
Master's degree candidates demonstrate knowledge of the tenets of reference through participation in the resolution of patrons' information problems, recognition of collection development/management of materials and information, management of libraries and other information agencies, and apply concepts and practices of original cataloging. Candidates identify library and information science problems in the context of the mission of their parent institution and demonstrate creativity and initiative in their solution.

Related Measures

M 3: Application of the information process: reference support
Demonstrate the role of the library and of the librarian in the information process: Students analyze advanced hypothetical reference questions, identify key concepts for searching reference materials, identify and evaluate possible useful sources, and evaluate the effectiveness of the transfer of that information.

Source of Evidence: Written assignment(s), usually scored by a rubric

Target: 85% of students will achieve satisfactory ranking against the reference question rubric.

Finding (2013-2014) - Target: Met
OVERALL TARGET 2013-2014 MET. 95% (45/47) of students (combined summer, fall, spring) achieved excellent or satisfactory ranking against the reference question rubric. Seven out of seven (100%) licensure students achieved excellent or satisfactory. Thirty-eight out of forty (95%) non-licensure students achieved excellent or satisfactory.
SLO 3: Professionalism
Master's degree candidates understand and appreciate the importance of professional organizations, continuing education, the evolution of libraries, and the library profession in the context of social and cultural diversities.

Related Measures

M 6: Management of libraries and other information centers
Recognize, develop, evaluate, and discuss the elements of management theory, including goal setting, budget and fiscal management, collection management, program planning, implementation, and evaluation. Through professional readings and written analysis students will develop an understanding of the philosophy and principles of contemporary management theories, specifically their relevance to the management of libraries and other information centers.

Source of Evidence: Written assignment(s), usually scored by a rubric
Target:
85% of students will achieve satisfactory performance of organizational activities related to the assignment rubrics.

Finding (2013-2014) - Target: Met
OVERALL TARGET MET: 97% (38/39) (combined summer, fall, spring) achieved satisfactory or excellent performance of organizational activities related to the assignment rubrics. Two out of two (100%) licensure students achieved a rating of excellent or satisfactory. Thirty-six out of thirty-seven (97%) non-licensure students achieved a rating of excellent or satisfactory.

M 7: Professional concepts
Students examine and discuss the impact of the Library Bill of Rights and its significance to the past, present and future of library and information science to define a political image of librarianship in relation to censorship, filtering, the freedom of information and services to communities. Assessment considers the completeness of the discussion of the concept definition related to censorship and The Library Bill of Rights; issues including filtering, freedom of information access, and service to communities will be addressed.

Source of Evidence: Written assignment(s), usually scored by a rubric
Target:
90% of students' analysis of the impact of the Library Bill of Rights on librarianship will rank satisfactory on the rubrics.

Finding (2013-2014) - Target: Met
OVERALL TARGET MET 97% (29/30) (combined summer, fall, spring) achieved satisfactory or excellent ranking against the rubrics for written analyses of articles from the professional management literature. Five out of five (100%) licensure students achieved excellent or satisfactory rankings. Twenty-four out of twenty-five (96%) non-licensure students achieved excellent or satisfactory ratings.

SLO 4: Research foundations
Master's degree candidates demonstrate an understanding of scientific research, its role in building a knowledge base in library and information science, and demonstrate knowledge about research methods applicable to library and information studies and the ability to identify and apply appropriate research methodology to specific problems in library and information science.

Related Measures

M 8: Essential research
Students demonstrate an ability to identify and apply appropriate research methodology to specific problems in library and information science.

Source of Evidence: Written assignment(s), usually scored by a rubric
Target:
85% of students achieve satisfactory ranking against the research proposal rubric.

Finding (2013-2014) - Target: Met
OVERALL TARGET 2013-2014 MET 100% (5353) (combined summer, fall, spring) achieved excellent or satisfactory ranking against the research proposal rubric. Ten out of ten (100%) licensure students achieved excellent or satisfactory ranking. Forty-three out of forty-three (100%) non-licensure students achieved satisfactory or excellent.

M 9: Master's research project
Students demonstrate an understanding of the process and role of research in the field of library and information science through the completion of a quality research document appropriate to the field. The process includes submission of a proposal beyond the research proposal for the LIS 668 Research Methods course, and requires all the elements of a research article. Evaluation of the capstone Master's Project is by a student selected committee against the proposal and project rubric, and the student's own proposal design. Rubrics are scaled as good (clarity in presentation and compliance with good research approach), requires improvement (less clarity in presentation and compliance with good research approach), or unacceptable (unsatisfactory presentation, lack of good research approach).

Source of Evidence: Project, either individual or group
Target: 95% of students achieve satisfactory against the rubric for the Master’s Project as determined by at least two faculty evaluators.

Finding (2013-2014) - Target: Met
OVERALL TARGET 2013-2014 MET 100% (58/58) (combined summer, fall, spring) achieved satisfactory or excellent ranking against the rubric for the Master’s Project as determined by at least two faculty members.
Eight out of eight (100%) licensure students were rated satisfactory or excellent. Fifty out of fifty (100%) non-licensure students were rated satisfactory or excellent.

SLO 5: Technology literacy
Candidates develop an awareness of the effects of technology on all library and information centers’ operations, the uses of technology in management, public access, and instruction, and participate in technology applications to advance their skills and experiences.

Related Measures

M 10: Technology and organizations
Candidates analyze new developments in information technologies and the ways in which these impact provision and usage of information on the part of professionals and patrons and demonstrate an understanding of the effects of technology on communication and organizational structures.

Source of Evidence: Academic direct measure of learning - other

Target: 90% of students should achieve a satisfactory rating based on the rubrics for analysis and reporting on professional reading and research activities in LIS 651 Introduction to Information Science assignments. Assessment requires students demonstrate an ability to analyze, evaluate, and compare published reports of research studies in library and information science and in disciplines other than library and information science.

Finding (2013-2014) - Target: Met
OVERALL TARGET 2013-2014 MET 91% (43/47) (combined summer, fall, spring) achieved a satisfactory rating based on the rubrics for analysis and reporting on professional reading and research activities in LIS 651 Introduction to Information Science assignments. Five out of eight (62%) licensure students were rated as satisfactory or excellent. Thirty-eight out of thirty-nine (97%) non-licensure students were rated as satisfactory or excellent.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

M10 re-evaluate course syllabi for clarity of instruction and rubric construction
Established in Cycle: 2010-2011
LIS 651 Introduction to Information Science involves multiple topics including readings and assignments covering the historical...

M 11: Technology tool assessment
Students utilize a variety of essential technologies to develop technology literacy appropriate to the library information science field.

Source of Evidence: Academic direct measure of learning - other

Target: 90% of students will demonstrate satisfactory technological literacy through their use of a variety of current technologies, such as search engines, websites/webquests, pathfinders, blogs, wikis, task software such as Catalogers Desktop, ClassWeb, WebDewey, RDA toolkit, Lexis-Nexis, Credo, DIALOG, presentation software, word processors, spreadsheets and other course identified software with satisfactory performance as measured on assignment rubrics. This target is assessed in LIS 516 Technology in the School Library, LIS 557 Computer Application in Libraries, and LIS 558 Internet Resources. All students must take one of these courses as an elective.

Finding (2013-2014) - Target: Met
2013-14 Target MET. 100% (61/61) students (combined LIS 516, 557, 558) demonstrated satisfactory technological literacy through their use of a variety of current technologies as measured on assignment rubrics. Eight out of eight licensure students demonstrated satisfactory technological literacy. Fifty-three out of sixty students (100%) in LIS 516 (fall 2013) demonstrated satisfactory technological literacy through construction of a webquest. Of those, seven were licensure and nine were non-licensure. Twenty-two out of twenty-two students (100%) in LIS 557 (fall 2013) demonstrated satisfactory technological literacy through construction of an electronic portfolio. There were no licensure students in the class. Twenty-three out of twenty-three students (100%) in LIS 558 (spring 2014) demonstrated satisfactory technological literacy through construction of an electronic portfolio. Of those, there was one licensure student and twenty-two non-licensure students.

Related Action Plans (by Established cycle, then alpha):
For full information, see the Details of Action Plans section of this report.

Addressing an implementation failure
Established in Cycle: 2010-2011
No data was collected from the courses specific to technology use during this cycle. Faculty are currently identifying specific...

M11 Improve assessment alignment between assignments
Established in Cycle: 2013-2014
Data gathered from three different courses. Review syllabi, assignments, and rubrics to ensure alignment of assessment coverage.

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans
Retention and Graduation

Students admitted to the library and information science master’s program will progress through the program and graduate.

Related Measures

M 14: Graduation
90% of the students who graduated from the Library and Information Science master’s program will graduate within three years as determined by data from Institutional Research or data from PeopleSoft.

Source of Evidence: Academic indirect indicator of learning - other

Target:
90% of the students who graduated from the Library and Information Science master’s program will graduate within three years as determined by data from Institutional Research or data from SOAR.

Finding (2013-2014) - Target: Met
95% (186/194) of the students who graduated from the Library and Information Science master’s program did so within three years as determined by data from PeopleSoft. These students were tracked by looking at admitted students who graduated since fall of 2008.

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Addressing an implementation failure
No data was collected from the courses specific to technology use during this cycle. Faculty are currently identifying specific technology tasks to be assessed. Faculty have also requested a modification to the MLIS program to require one of the five electives be selected from one of three very technology focused courses, LIS 516 Media Utilization, LIS 557 Computers in Libraries, LIS 558 Internet Resources for Librarianship. Specific technology tasks in the core courses will also be identified and a clarification of assessments designed.

Established in Cycle: 2010-2011
Implementation Status: Finished
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Technology tool assessment | Outcome/Objective: Technology literacy

Implementation Description: The revised rubrics and clarification of technology assessment points are to be in place before the beginning of Spring 2012 semester.

Projected Completion Date: 01/2012
Responsible Person/Group: Faculty, Curriculum Committee, Director
Additional Resources: none
Budget Amount Requested: $0.00 (no request)

M10 re-evaluate course syllabi for clarity of instruction and rubric construction
LIS 651 Introduction to Information Science involves multiple topics including readings and assignments covering the historical development of technology and its impact on library and information science. Students read, analyze related historical research in the areas of communications, electronics, computer science and other allied disciplines that contribute to the modern library and information science center and its mission. Students also create literature reviews, and research proposals based on these readings. Faculty have determined the course needs to be re-evaluated to determine whether the content is too concentrated for one course, or if the instructions and rubrics are insufficient to support the students.

Established in Cycle: 2010-2011
Implementation Status: In-Progress
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Technology and organizations | Outcome/Objective: Technology literacy

Implementation Description: curriculum committee will review the syllabus and all documents of the last reporting cycle to determine the appropriate course of action. At the same time student progress in the current offering will be very carefully monitored for symptoms of correctable issues.

Projected Completion Date: 05/2015
Responsible Person/Group: Curriculum Committee and LIS 651 teaching faculty

Cataloging: Organization and Services
It has been determined by the Curriculum Assessment Committee review that as an introductory course (one of the first three: LIS 501, LIS 505, and LIS 511), the target will be amended to 85% for the standardization in the first three class. It was felt that many new students struggle with adjusting to the online format, understanding class expectations, and time management; however, 80% was deemed to be too low after review.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High

Implementation Description: Target will be amended.

Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Collection Development Policy
It has been determined by the Curriculum Assessment Committee review that the group project assignment is an inappropriate choice for assessment. The committee felt that some students’ grades would be negatively impacted by poor group members and in other cases, some students do more of the work (and in turn get more of the learning). The community analysis found in M4 is more appropriate as an individual project and as an in-depth research project.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High

Implementation Description: This assessment measure will be deleted for the next cycle. No replacement is planned at this time.
Essential Research

It has been determined by the Curriculum Assessment Committee review that ONLY an introductory course (one of the first three: LIS 501, LIS 505, and LIS 511) will have the target of 85%. For standardization, all other courses will have a target of 90% (excluding the Master’s Project with a target of 95% as the final class). This reflects our expectation that students must reach higher standards as they progress throughout their coursework, and it was felt that students should be better prepared after the first three classes for conducting research, time management, and understanding expectations.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Amend target
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Master’s Research Project

Working with the instructor, the Curriculum Committee will verify that the timeline was appropriate for allowing students time to incorporate draft feedback in consideration with other graduation requirement.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Review timeline for draft feedback and incorporation.
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Procedures and Policy for Collections

The course materials and assessments will be reviewed again by the curriculum committee. The course has been taught by a number of different faculty members; when new members teach it, an emphasis on the assessments being consistent will be stressed. Additionally, it has been determined by the Curriculum Assessment Committee review that as an introductory course (one of the first three: LIS 501, LIS 505, and LIS 511), the target will be amended to 85% for the standardization in the first three class. It was felt that many new students struggle with adjusting to the online format, understanding class expectations, and time management.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Target will be amended. Discussion regarding faculty standardization in assessment will be carried out.
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Professional Concepts

It has been determined by the Curriculum Assessment Committee review that ONLY an introductory course (one of the first three: LIS 501, LIS 505, and LIS 511) will have the target will of 85%. For standardization, all other courses will have a target of 90% (excluding the Master’s Project with a target of 95% as the final class). It was felt that students should be better prepared after the first three classes for conducting research, time management, and understanding expectations.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Amend target
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Reference Interview Process

Target percentage for assessment will be revised to 85% to be consistent with target percentages for other assessments associated with the first three classes in the program -- LIS 501, 505 and 511.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Revise target percentage
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None

Reference Interview Process

The target percentage will be revised to 85% to be in line with other target percentages for assessments associated with first three classes in the program -- LIS 501, 505 and 511.

Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Revise target percentage to 85%
Projected Completion Date: 06/2014
Responsible Person/Group: Curriculum Committee
Additional Resources: None
The curriculum committee has recommended that assessments from the introductory courses (LIS 501, 505 and 511) have uniform targets percentages of 85%. The target on this assessment will be changed to 85% for the next year. It is felt that students entering the program are grappling with new material and foreign concepts and need time to get their bearings. After seeing the results of the Summer and Fall, the instructor surveyed the students and rearranged the presentation order of material covered in this assessment. There was improvement in Spring 2013. Future courses will be monitored to see if the improvement is consistent.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Target will be adjusted. Assessment will be monitored to see if improvement continues.  
**Projected Completion Date:** 06/2014  
**Responsible Person/Group:** Curriculum committee and instructor  
**Additional Resources:** None

### Technology and Organizations

In the Fall of 2012, a new technology elective requirement was put into place with students required to take one of three possible courses as one of their electives. Assessment will be moved to LIS 557, LIS 558, and LIS 516. In each course a common assignment involving a type of Web page design has been identified and a common rubric will be distributed. These technology focused classes are more suited for fitting the student learning outcome. Additionally, the previously used classes did not address the “spirit” of M10.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Assessment will be moved to a different course.  
**Projected Completion Date:** 06/2014  
**Responsible Person/Group:** Curriculum Committee  
**Additional Resources:** None

### Technology Tool Assessment

It was decided on by the Curriculum Assessment Committee that this measure as it was written was too difficult to assess since the listed components were found in multiple courses. Instead, M11 will be deleted since M10 in its new structure will address technology implementation and assessment.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Measure will be deleted.  
**Projected Completion Date:** 06/2014  
**Responsible Person/Group:** Curriculum Committee  
**Additional Resources:** None

### Video Reference Interview

The target percentage will be revised to 85% to be in line with other target percentages for assessments associated with first three classes in the program -- LIS 501, 505 and 511.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High

### Curriculum Review

Faculty will undertake a comprehensive curriculum review during the 2014-15 academic year. Current outcomes and measures will be reviewed for current relevancy and correct course placement.

**Established in Cycle:** 2013-2014  
**Implementation Status:** Planned  
**Priority:** High  
**Responsible Person/Group:** Faculty  
**Additional Resources:** None

### Decide whether to add exit survey data as an outcome/measure

The department has begun to systematically give an exit survey and consideration will be given during this cycle as to whether that data should be incorporated as part of the formal assessment system.

**Established in Cycle:** 2013-2014  
**Implementation Status:** Planned  
**Priority:** High  
**Responsible Person/Group:** Faculty  
**Additional Resources:** None

### M11 Improve assessment alignment between assignments

Data gathered from three different courses. Review syllabi, assignments, and rubrics to ensure alignment of assessment coverage.

**Established in Cycle:** 2013-2014  
**Implementation Status:** Planned  
**Priority:** High  
**Relationships (Measure | Outcome/Objective):**  
  - **Measure:** Technology tool assessment  
  - **Outcome/Objective:** Technology literacy  
**Projected Completion Date:** 05/2015  
**Responsible Person/Group:** Faculty teaching LIS 516, 557, 558  
**Additional Resources:** None

### Retention

Students who fail to register will be contacted to ascertain reasons and see if intervention is possible.

**Established in Cycle:** 2013-2014  
**Implementation Status:** Planned  
**Priority:** High
Presentation text goes here
Continuous Improvement Initiatives

The entire assessment process must be handled as a continuous improvement initiative. We are striving to align all of our assessments with our mission, goals and objectives as linked to the American Library Association’s core competencies. We had hoped to accomplish this alignment in this cycle, but it will take several cycles to fully implement that redesign. Significant progress has been made, but we are still aligning courses and competencies. Additionally, one new faculty member was added during this past cycle and brings a new area of expertise which will allow SLIS to offer new courses and highlight their talent. A comprehensive planning and review process for the department has been initiated and is envisioned to take several years. The focus for 2014-15 will be a complete curriculum review to pinpoint duplication, ensure coverage of needed material, and focus on embedded technologies. Recruitment, retention, and graduation remain priorities for the department.

Closing the Loop

Since library and information science has very dynamic evolving technology systems and structures, e.g., blogs, wikis, gaming, social media etc., we need to continuously monitor and appropriately increase technology engagement in the courses for the students. The Curriculum Committee has recently reviewed the technology implemented in each course and selected a common assignment in three courses to serve as the assignment for M11. The faculty will be reviewing courses and assignments this next cycle to identify if there are more appropriate courses and assessments to use as measures as well as to improve the quality of the program by avoiding duplication and ensuring coverage. Data were gathered during this cycle for M11 for the first time in three years and the assessment will be refined further during the coming cycle. Target percentages for those assessments falling in the three beginning courses were revised to 85% to reflect the subject matter difficulty and issues that students sometimes have in learning to balance work, family and school, especially online courses, as they begin a graduate program. Target percentages rise to 90% and finally to 95% as students progress through the program. This change was addressed in several action plans that were finalized during this cycle. Measure 1, Library Bill of Rights analysis, was moved to a different course in accordance with an action plan for this cycle. This relieved the assessment burden on LIS 511 Collection Development and the M1 assessment fit equally well in the other course. The master’s project timeline has been monitored, as per an action plan, and an effort has been made to allow students more time to incorporate changes from proposal to draft to final paper. The assessment target was met in all sections during this cycle. Retention and graduation rates were added as assessments for the first time. Initial targets were met but recruitment, retention, and graduation remain a priority for the department. During the coming cycle a comprehensive curriculum review is planned which may result in changes to outcomes, assessments, etc., depending on findings by the faculty.