

D. Complete the following program-level student learning outcomes (SLO) matrix and program-level operational effectiveness goals (OEG) matrix.
Undergrad Student Learning Outcomes

Academic Year 2023 – 2024

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
SLO 1 – Students effectively reported components that are within the Sociological aspects of Sport.					
Measure 1 (DM) Case Study Paper (SPTM 453)	assessment measuring CPC content area (Social Foundations of Sport) is for 70% of students to score at least an 80% (i.e., B).	20	10	50.00%	1
Measure 2 (IM) Governance/Ethics Research Paper (SPTM 336)	assessment measuring CPC content area (Governance & Policy in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	9	4	44.44%	1
SLO 2 – Students successfully identified, described, and analyzed concepts related to the Ethical and Governmental Foundations of Sport Management.					
Measure 1 (DM) Governance/Ethics Research Paper (SPTM 336)	assessment measuring CPC content area (Governance & Policy in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	9	4	44.44%	1
Measure 2 (IM) Case Study Paper (SPTM 453)	assessment measuring CPC content area (Social Foundations of Sport) is for 70% of students to score at least an 80% (i.e., B).	20	10	50.00%	1
SLO 3 – Students effectively identified, defined, and understand concepts related to the Sport Management Environment.					
Measure 1 (DM) Governance/Ethics Research Paper (SPTM 336)	assessment measuring CPC content area (Ethics in Sport Management) is for 70% of students to	9	4	44.44%	1

	score at least an 80% (i.e., B).					
Measure 2 (DM) Case Study (SPTM 453)	assessment measuring CPC content area (Diversity Issues in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	20	10	50.00%	1	
Measure 3 (IM) Social Media Report (SPTM 353)	assessment measuring CPC content area (Technology Issues in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	23	20	86.96%	3	
Measure 4 (IM) Practicum Final Paper (SPTM 305)	assessment measuring all 3.2 CPC (D) content areas is for 70% of students to score at least an 80% (i.e., B).	19	17	89.47%	3	
Measure 5 (IM) Internship Final Paper (SPTM 498)	assessment measuring all 3.2 CPC (D) content areas is for 70% of students to score at least an 80% (i.e., B).	18	9	50.00%	1	
SLO 4 – Students successfully completed and effectively reported Integrative [Field] Experiences within a Sport Management work-environment.						
Measure 1 (DM) Practicum presentation (SPTM 305)	assessment measuring CPC content area (Integrative Experience) is for 70% of students to score at least an 80% (i.e., B).	22	18	81.82%	3	
Measure 2 (DM) Internship presentation (SPTM 498)	assessment measuring CPC content area (Capstone Experience) is for 70% of students to score at least an 80% (i.e., B).	18	17	94.44%	3	

Note: If you are using different direct and indirect measures for different degree programs, please replicate the matrix, using one matrix for each program that has different measures. If different programs use the same measures, only one copy of the matrix is needed.

Undergrad SLO Narrative
Academic Year 2023 – 2024

Assessment Results:

1. Does not meet expectation
2. Meets expectation
3. Exceeds expectation
4. Insufficient data

Identify Each Student Learning Outcome and Measurement Tool(s)

Analysis and Narrative(s)

SLO 1 – Students effectively reported components that are within the Sociological aspects of Sport.

<p>Measure 1 (DM) Case Study Paper (SPTM 453)</p>	<p>1</p>	<p>SLO 1 is considered unmet due to the results of the two measures. This Case Study assessment is a difficult one, but necessary for skill development. Many of the students who fell short of the benchmark started too late in the term to reach out to the professor for guidance. The professor did implement a checkpoint in reference to the previous year’s plan, and improvements were made from the previous year (50% > 48.15%). This was placed into the schedule to counter the lack of knowledge these students have for planning and completing a study like this one. The professor continued the classroom tactic of a presentation component to the assignment that seemed to increase the scores for each student for their semester grade, but that isn’t included in the SLO results. Additionally, the existing tutorial for creating a 453 Case Study was improved. The professor plans to implement more components to the resource for the students outside of the classroom. From a skill-development perspective, both measures are needed for the Core 39 within the University’s curriculum standards. This was consistent from the previous year’s observation. While the results are not ideal, there is ample room to improve.</p>
<p>Measure 2 (IM) Governance/Ethics Research Paper (SPTM 336)</p>	<p>1</p>	<p>SLO 2 is considered unmet. Simply put, we increased the difficulty of the standards for the 336 Research Paper due to the overwhelming success from the previous year (97.67%). The delivery of the section also may have played a role in the lower scores. The section was delivered online (traditionally in-person) and accelerated at under 8 weeks (traditionally 16 weeks).</p>

SLO 2 – Students successfully identified, described, and analyzed concepts related to the Ethical and Governmental Foundations of Sport Management.

<p>Measure 1 (DM) Governance/Ethics Research Paper (SPTM 336)</p>	<p>1</p>	<p>SLO 2 is considered unmet. Simply put, we increased the difficulty of the standards for the 336 Research Paper due to the overwhelming success from the previous year (97.67%). The delivery of the section also may have played a role in the lower scores. The section was delivered online (traditionally in-person) and accelerated at under 8 weeks (traditionally 16 weeks).</p>
<p>Measure 2 (IM) Case Study Paper (SPTM 453)</p>	<p>1</p>	<p>SLO 2 is considered unmet. Simply put, we increased the difficulty of the standards for the 336 Research Paper due to the overwhelming success from the previous year (97.67%). The delivery of the section also may have played a role in the lower scores. The section was delivered online (traditionally in-person) and accelerated at under 8 weeks (traditionally 16 weeks).</p>

				The professor plans to implement classroom strategies and benchmarks for students to hit during the in-person offering in the FA24 semester.
SLO 3 – Students effectively identified, defined, and understand concepts related to the Sport Management Environment.				
Measure 1 (DM) Governance/Ethics Research Paper (SPTM 336)		1		USI SPTM students ineffectively identified, defined, and assessed the concepts related to the Sport Management Environment. The assessments contributing to each measure do show ideal criteria, difficulty, and benefit from expectations being met with the benchmarks. In other words, the program believes these measures are appropriate even with the low scores. Narratives above for SPTM 336 and 453 apply here. One bright spot come from the results of SPTM 353. This assessment has been historically low. The professor implemented [virtual] classroom tactics to help groups adjust to the high expectations of the assignment. These approaches will continue to see if the success correlates.
Measure 2 (DM) Case Study (SPTM 453)		1		
Measure 3 (IM) Social Media Report (SPTM 353)		3		
Measure 4 (IM) Practicum Final Paper (SPTM 305)		3		
Measure 5 (IM) Internship Final Paper (SPTM 498)		1		
SLO 4 – Students successfully completed and effectively reported Integrative [Field] Experiences within a Sport Management work-environment.				
Measure 1 (DM) Practicum presentation (SPTM 305)		3		USI SPTM students successfully completed and effectively reported their Integrative [Field] Experiences in a Sport Management work-environment. This success happened after bringing back in-person presentations (since Covid) for the 498 students.
Measure 2 (DM) Internship presentation (SPTM 498)		3		

Operational Effectiveness Goals

Academic Year 2023 – 2024

Identify Each Operational Effectiveness Goal and Measurement Tool(s)	Identify the Benchmark (e.g., 80% will achieve a rating of 5)	Data Summary	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
OEG 1: The USI Sport Management program will provide students with diverse, high-quality faculty.			
<p>Measure 1: Hiring – we will follow the hiring protocols set forth through our university and advertisement in appropriate outlets – (e.g., The Chronicle, NASSM outlets, NIRSA)</p>	<p>25 applicants will apply for a SM position when there is an opening and there will be 3 viable candidates to bring on campus.</p>	<p>The USI SPTM program hired three new faculty during the SP24 semester. Sidenote, Dr. Glenna Bower left the program in the middle of the SP24 semester. Even with this departure, the new staff will bring about diversity in ethnic background, gender, professional experience, research skillsets, and overall expertise.</p>	3
<p>Measure 2: College Mentoring Program (Retain) – The purpose of the College Mentoring Program is to create a link between new and junior faculty and respected, tenured faculty.</p>	<p>100% of new faculty will participate in the College Mentoring Program during the first three years of their tenure.</p>	<p>Plans are for the two [new] Assistant Professors to go through the mentor program. Dr. Smith is a current mentor.</p>	2
<p>Measure 3: Faculty Teaching Evaluations (Retain – by meeting promotion/tenure requirements)</p>	<p>100% of the faculty teaching evaluations will be at least a 3.5 on a 1-5 scale on all areas of evaluation.</p>	<p>All areas did not reach 3.5</p>	1
<p>Measure 4: Faculty Publications and Presentations (Retain – by meeting promotion/tenure requirements)</p>	<p>On average, the faculty will produce, at least, 1-2 publications and presentations a year.</p>	<p>Dr. Smith had a Conference Abstract published: Huang, G, Y. Shen, C. Smith, B. Summers, Y.T. Wang. Differences In Body-fat Percentage Induced By Applying Two Common Bioelectrical Impedance Analysis Instruments. Presentation in a Free Communication/Poster session at the 2023 ACSM Annual Meeting, World Congress on Exercise is Medicine®, and World Congress on the Basic Science of Physical Activity and Aging Biology, Denver, CO, May 30 - June 2, 2023</p>	1
<p>Measure 5: Faculty development: Faculty will receive information on strategies and tactics to promote diversity, equity, and inclusion.</p>	<p>At least, one faculty member will sit on the Equity, Diversity, and Inclusion Committee within the Pott College of USI.</p>	<p>Dr. Smith was a part of the Pott College Equity Diversity and Inclusion Committee (EDIC) Click Here</p>	2

OEG 2: The USI SPTM program will successfully provide an environment that promotes the retention of SPTM majors.			
Measure 1: Exercise Science, Kinesiology, and Sport Management Club	Survey items will measure the perceptions and satisfaction of members	Reporting in 2025	4
Measure 2: UNIV 101, 283 and 288 student-majors survey	Survey items will measure the perceptions and satisfaction of student-majors.	n = 35 91% courses reinforced commitment to career in Sport. 0% considering another major 68.6% Field Experience has reinforced commitment to a career in Sport	2
Measure 3: Advisory Board	Find out trends and opportunities in the industry to apply in the curriculum	Advisory Board believes the curriculum and SLOs are covering latest trends.	2
Measure 4: Annual faculty/staff review of strategic plan	Evaluate objectives connected to the Pott College SP	Meeting March 26 th , 2024	2
OEG 3: The USI Sport Management program will provide students with the opportunity for professional development and growth within the SPTM local industry and beyond.			
Measure 1: The Field Experience Faculty Coordinator (FEFC) will develop, maintain, and evaluate partnerships and community outreach opportunities with local business and organizations.	The FEFC will add one more partnership to the total amount of opportunities per year.	Three were added: Indianapolis Motor Speedway Dundee Crown High School (CUSD300 – Illinois) Vincennes Rivet High School	3
Measure 2: Practicum – 150 hours completed (typically completed during the sophomore or junior year).	To have 90% of the students successfully complete a 150-hour practicum within recreational sports, intercollegiate athletics and/or professional sport the first time taken.	91.2%	2
Measure 3: Internship – 300 hours completed (typically during the student's senior year).	To have 90% of students successfully complete a 300-hour internship their senior year.	100%	3
Measure 4: Advisory Board	Find out trends and opportunities in the industry to apply in the curriculum	Advisory Board believes the curriculum and SLOs are covering latest trends.	2
Note: You are not required to have five OEGs – you may have more or fewer. Required Narrative: Close the loop and explain why you met, exceeded or did not meet any expectations. Explain why there was insufficient data (if applicable). Discuss what you may do differently next year or any corrective action you will take.			

OEG Narrative

Academic Year 2023 – 2024

Identify Each Operational Effectiveness Goal and Measurement Tool(s)	Identify the Benchmark (e.g., 80% will achieve a rating of 5)	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data	Analysis and Narrative(s)
OEG 1: The USI Sport Management program will provide students with diverse, high-quality faculty.			
<p>Measure 1: Hiring – we will follow the hiring protocols set forth through our university and advertisement in appropriate outlets – (e.g., The Chronicle, NASSM outlets, NIRSA)</p> <p>Measure 2: College Mentoring Program (Retain) – The purpose of the College Mentoring Program is to create a link between new and junior faculty and respected, tenured faculty.</p> <p>Measure 3: Faculty Teaching Evaluations (Retain – by meeting promotion/tenure requirements)</p> <p>Measure 4: Faculty Publications and Presentations (Retain – by meeting promotion/tenure requirements)</p> <p>Measure 5: Faculty development: Faculty will receive information on strategies and tactics to promote diversity, equity, and inclusion.</p>	<p>25 applicants will apply for a SM position when there is an opening and there will be 3 viable candidates to bring on campus.</p> <p>100% of new faculty will participate in the College Mentoring Program during the first three years of their tenure.</p> <p>100% of the faculty teaching evaluations will be at least a 3.5 on a 1-5 scale on all areas of evaluation.</p> <p>On average, the faculty will produce, at least, 1-2 publications and presentations a year.</p> <p>At least, one faculty member will sit on the Equity, Diversity, and Inclusion Committee within the Pott College of USI.</p>	<p>3</p> <p>2</p> <p>1</p> <p>1</p> <p>2</p>	<p>The goal is still considered met.</p> <p>The results of Measure 3 were due to a faculty member no longer with the program and the remaining faculty member needing areas of improvement. The areas of focus for the 2024-25 year will be the organization and flow of the courses offered, clearer instructions, and the means for feedback on assignments. The professor plans to implement a tactic of incentivizing office hours for the students.</p> <p>For Measure 4, there is high optimism that this Measure 4 will succeed next year with the program's two new Assistant Professors (i.e., tenure-track faculty).</p>
OEG 2: The USI SPTM program will successfully provide an environment that promotes the retention of SPTM majors.			
<p>Measure 1: Exercise Science, Kinesiology, and Sport Management Club</p>	<p>Survey items will measure the</p>	<p>4</p>	<p>The USI SPTM program provided an environment that promotes the retention of SPTM majors. Teaching Assistant</p>

	perceptions and satisfaction of members			Professor, Dr. Darrin Sorrells, plans to bring back the SPTM Summit in collaboration with the Exercise Science, Kinesiology, and Sport Club that will include a panel of industry experts for the 2024-25 year. The event will be on-campus November 8, 2024.
Measure 2: UNIV 101, 283 and 288 student-majors survey	Survey items will measure the perceptions and satisfaction of student-majors.	2		
Measure 3: Advisory Board	Find out trends and opportunities in the industry to apply in the curriculum	2		
Measure 4: Annual faculty/staff review of strategic plan	Evaluate objectives connected to the Pott College SP	2		
OEG 3: The USI Sport Management program will provide students with the opportunity for professional development and growth within the SPTM local industry and beyond.				
Measure 1: The Field Experience Faculty Coordinator (FEFC) will develop, maintain, and evaluate partnerships and community outreach opportunities with local business and organizations.	The FEFC will add one more partnership to the total amount of opportunities per year.	3		The USI Sport Management provided students with the opportunity for professional development and growth within the SPTM local industry. Teaching Assistant Professor, Dr. Darrin Sorrells, plans to bring back the SPTM Summit in collaboration with the Exercise Science, Kinesiology, and Sport Club that will include a panel of industry experts. The event will be on-campus on November 8, 2024. Professionals from the sport management industry will be at the event, including several intercollegiate athletics department and professional sport organizations throughout the region, including the St. Louis Cardinals and the Indiana Pacers.
Measure 2: Practicum – 150 hours completed (typically completed during the sophomore or junior year).	To have 90% of the students successfully complete a 150-hour practicum within recreational sports, intercollegiate athletics and/or professional sport the first time taken.	2		
Measure 3: Internship – 300 hours completed (typically during the student’s senior year).	To have 90% of students successfully complete a 300-hour internship their senior year.	3		
Measure 4: Advisory Board	Find out trends and opportunities in the industry to apply in the curriculum	2		