

**Common Learning Outcome 5: Demonstrate cultural awareness and competency**

Hope graduates value the diversity of our society and world, demonstrate cultural competency, and identify issues requiring social justice.

**Assessment Tools**

Common Learning Outcome 5 assessment uses two assessment tools: the HEIghten Intercultural Competency and Diversity Assessment and the National Survey of Student Engagement.

The HEIghten Intercultural Competency and Diversity Assessment is a direct assessment developed by ETS and administered online by Territorium. It is completed by students at the Muskegon location using paper and pencil.

The National Survey of Student Engagement (NSSE) indirect assessment using a standardized, benchmarked tool developed by Indiana University. Outcome 5 assessment uses the Discussions with Diverse Others Engagement Indicator of the NSSE assessment.

**Assessment Schedule**

Results from the following assessments are reviewed every two years in the summer of even years by teams of faculty, staff, and students organized by the Assessment Committee.

The HEIghten Intercultural Competency and Diversity Assessment is administered each semester to students enrolled in the Senior Seminar and each fall to students enrolled in the First Year Seminar.

The National Survey of Student Engagement is administered each Spring Semester of even years to first-year and senior students.

**Assessment Target**

One hundred percent of Hope senior's Approach scores will be at the assessment's neutral or high level. Ninety-five percent of Hope Senior's Analyze & Act scores will be at the assessment's proficient or advanced level.

Hope College's first-year and seniors' mean NSSE score for each item is not significantly different from that of the Great Lakes Private institution's aggregate score.

## **Assessment Sample and Process**

### **Assessment sample**

Hope First Year Seminar student's results from the Intercultural Competency and Diversity Assessment, completed each fall as part of the course. Each semester, students enrolled in the Senior Seminar also complete the Intercultural Competency and Diversity Assessment administered by the Frost Center for Data and Research through a series of invitations and reminders across the semester. The Director of Assessment and Accreditation compiles an aggregate report of results.

Hope senior student's results from the most recent Discussion with Diverse Others Indicator. All senior students receive a series of invitations and email reminders administered by Indiana University. Frost Center for Data and Research receives aggregate results, comparison reports, and individual student scores.

### **Assessment process**

In the summer of each even year, staff and faculty members and Student Congress representatives participate in the Common Learning Outcome 5 assessment using the results from the above two samples. Compensation for faculty member's assessment work is at the rate approved by the Deans' Council. The Assessment Committee and the Director of Assessment and Accreditation lead the assessment process.

Members of the assessment team receive the report from the previous assessment of Common Learning Outcome 5 and results from the assessments described above. The assessment team convenes for a half-day discussion of the results and develops recommendations for action to improve student learning. They also consider any changes needed in the assessment targets.

The Director of Assessment and Accreditation prepares a summary of the Common Learning Outcome 5 assessment results, discussion, and recommendations. It is approved by the assessment team and provided to the Assessment Committee for review and approval in the Fall Semester of that year.

The Director of Assessment and Accreditation maintains data reports, assessment reports, and other documentation and correspondence related to this assessment within the shared data storage of the Frost Center for Data and Research.

## **Review of Results**

Following their review and approval of the Common Learning Outcome 5 Assessment Report, the Assessment Committee shares the report and recommendations for actions to improve student learning with the Academic Affairs Board and the Deans' Council. The report is made available to the campus community through the Assessment Portal. The Assessment Committee and Director of Assessment and Accreditation are responsible for tracking the actions taken in response to the recommendations.