



Actions Taken As a Result of Assessment

Department / Program / Unit / Activity: Department of Communication

Date submitted: June 5, 2011

1. Outcome/objective/goal reviewed:

Diversity

All undergraduates will develop and demonstrate intellectually informed, appreciative, and critical understanding of the cultures, histories, times, and places of multiple others, as marked by class, race, gender, ethnicity, religion, nationality, sexual orientation, and other manifestations of difference. Students' understanding will reflect scholarly inquiry, experiential immersion, and disciplined reflection.

2. Changes made since the last time this goal was reviewed: (If this was the first time this goal was reviewed skip to question 4.)

An item was added to our annual assessment. Also, diversity has been a significant focus in ongoing review of our major curriculum. Although that work is still in process, we anticipate a more deliberate and clearly articulated commitment to diversity learning outcomes when that work is completed. Additionally, we are developing a new introductory communication course that will be completed and pilot tested this coming year which will contribute significantly to diversity learning outcomes.

3. What prompted those changes? (previous assessment results, discussions with colleagues, etc) Were the changes effective?

Yes the changes were effective. In fact 100% of the seniors surveyed indicated that they had developed a deeper understanding and a greater respect for cultural diversity while at UD

4. After reviewing the assessment results the department/program/unit has decided to:

- Stay the course and continue to monitor; we're satisfied that this goal is being met
- Monitor the results and investigate causes; we may need to make changes in the future; we don't have enough information to make an informed decision yet
- Make changes (list below)
- Other:

Comments:

Assessment of diversity will need to be measured in a variety of different ways. One way we are assessing this goal is through the use of our annual assessment survey. Additional plans to assess this goal so can be found at the end of this report

5. Changes to goal itself –

After working with this particular goal the department/program/unit has decided to:

- Keep the wording of this goal as is and keep the same measures
- Keep the wording of this goal but use different measures next time (list below)
- Keep these same measures but change the wording of the goal (list below)
- Change the wording of the goal *and* change the measures used (list below)
- Drop this goal entirely (list reason below)

Comments:

Our plans for insuring student attainment of the diversity goal will be multi-faceted in design. Our department has talked about a variety of different ways to strengthen our focus on diversity, and will continue to do so throughout the year. One event we have talked about previously and is still something we want to do when the timing works out is to have the University of Missouri's interactive theater do a workshop on diversity here at UD. That workshop provides compelling insights into diversity and cultural sensitivity. We have delayed on inviting them due to timing with CAP and our curriculum revision, and it may be another year until the timing is right, as we would like to make this outstanding event open to faculty beyond our department. Our ongoing work with the basic course, and with curriculum revision in the department also addresses diversity concerns.