

Diversity Core Assessment Plan

Core Diversity Program Updated August, 2017

Rationale

Graduates of Montana State University face an ever-changing and increasingly complex world. A carefully informed understanding of multiple identities and cultures, both within the United States and beyond, helps create a campus community that is committed to intellectual inquiry and prepares students to be members of a diverse global community.

Diversity courses focus on identity (race, ethnicity, class, gender, sexuality, nationality, ability, etc.); the study of languages other than English; and/or traditionally marginalized or less frequently studied societies, nations, and/or cultures.

Criteria

The course must focus in in-depth analytical and critical attention to difference and to historical, cultural, and/or social contexts, with an emphasis on class discussion and active student engagement. In addition to this primary criterion, the course will meet one of the following criteria listed below:

- The course examines identity in relation to race, ethnicity, gender, sexuality, class, nationality, ability, and/or other axes of difference.
- The course teaches a language other than English and includes the examination of the culture(s) that speak(s) the language.
- The course examines the historical, political, cultural, and/or social forces that foster systemic disparities based on difference, and critically examines concepts of difference within these systems.

Student Learning Outcomes

Students who successfully complete a Diversity-designated course will demonstrate one or more of the following:

- An analytical and critical understanding of diversity within societies, nations, and cultures.
- Knowledge of a language other than English and the culture(s) that speak(s) that language.
- An analytical and critical understanding of particular, traditionally marginalized, or less frequently studied societies, nations, and/or cultures and an understanding of cultural difference in relation to those societies, nations, and/or cultures.

Rubrics:

Learning Outcome 1: An analytical and critical understanding of diversity within societies, nations, and cultures.

Not Observed		Developing		Strongly Present	
Views all cultural groups as homogeneous in character		Identifies major differences among cultural groups		Sees extensive patterns of similarities and differences across cultural groups	
1	2	3	4	5	6

Learning Outcome 2: Knowledge of a language other than English and the culture(s) that speak(s) that language.

Not Observed		Developing		Strongly Present	
No understanding of the relationship of culture and language		Rudimentary insight into the cultural relationship between language and culture		Sees extensive patterns of culturally connectivity between language and culture	
1	2	3	4	5	6

Learning Outcome 3: An analytical and critical understanding of particular, traditionally marginalized, or less frequently studied societies, nations, and/or cultures and an understanding of cultural difference in relation to those societies, nations, and/or cultures.

Not Observed		Developing		Strongly Present	
Conclusions are unsupported (no evidence, or wrong evidence)		Relevance is unclear; conclusions are drawn from incomplete evidence		Conclusions or solutions are supported	
1	2	3	4	5	6

Threshold

For each learning outcome, at least 80% of the assignments from selected students should be at an "Acceptable" level as defined above.

Process for Assessing:

- 1) For each Diversity course, and each of the learning outcomes, special problem(s) or question(s) on the final exam, or other signature assignment, will be created, appropriate for evaluation using the above rubric.
- 2) Because of the large number of classes assessed, in the cases where there are multiple sections individual classes one section will be randomly chosen to participate in assessment. At least four random assessments will be evaluated for each course (total sample should not exceed 100 assessments)
- 3) All assessed assignments should be saved electronically and provided with the assessment reports.

4) Assigned CORE 2.0 Assessment Committee members will review the special problems and, using the rubrics, determine whether each student's assignment demonstrates each learning outcome at an acceptable or unacceptable level.

5) The percentage of students demonstrating each learning outcome at an acceptable level, as well as the total number assessed, will be provided in a report to the Core 2.0 Committee and to the Department Head.

6) If the threshold is not met for a particular Diversity course outcome, Core 2.0 Committee will request recommendations from participating departments on how to improve the learning outcomes within course curriculum.

Course Review Schedule

Because of the large number of classes and departments involved in Diversity, assessment rotation will review outcomes by departments. The course rotation will be on an every 4-year rotation

Assessment Rotation.

Learning Outcome	2017-18	2018-19	2019-20	2020-21
All learning outcomes will be assessed	Group 1	Group 2	Group 3	Group 4

Groups arranged by departments

Department	CODE	CORE	Group
Business	BGEN 242D	<u>D</u>	Group 1
Business	BGEN 245D	<u>D</u>	Group 1
Earth Sciences	GPHY 121D	<u>D</u>	Group 1
Earth Sciences	GPHY 141D	<u>D</u>	Group 1
Education	EDU 211D	<u>D</u>	Group 2
English	LIT 214D	<u>D</u>	Group 2
English	LIT 285D	<u>D</u>	Group 2
History & Philosophy	AMST 101D	<u>D</u>	Group 2
History & Philosophy	HSTA 160D	<u>D</u>	Group 2
History & Philosophy	HSTR 130D	<u>D</u>	Group 2
History & Philosophy	HSTR 135D	<u>D</u>	Group 2
History & Philosophy	HSTR 140D	<u>D</u>	Group 2
History & Philosophy	HSTR 145D	<u>D</u>	Group 2
History & Philosophy	RLST 100D	<u>D</u>	Group 2
History & Philosophy	RLST 110D	<u>D</u>	Group 2
History & Philosophy	RLST 203D	<u>D</u>	Group 2
Honors College	HONR 204D	<u>D</u>	Group 3
Modern Languages & Literatures	ARAB 102D	<u>D</u>	Group 3

Modern Languages & Literatures	CHIN 102D	D	Group 3
Modern Languages & Literatures	CHIN 201D	D	Group 3
Modern Languages & Literatures	CHIN 202D	D	Group 3
Modern Languages & Literatures	CHIN 211D	D	Group 3
Modern Languages & Literatures	GRMN 102D	D	Group 3
Modern Languages & Literatures	GRMN 201D	D	Group 3
Modern Languages & Literatures	GRMN 220D	D	Group 3
Modern Languages & Literatures	JPNS 102D	D	Group 3
Modern Languages & Literatures	JPNS 150D	D	Group 3
Modern Languages & Literatures	JPNS 201D	D	Group 3
Modern Languages & Literatures	JPNS 202D	D	Group 3
Modern Languages & Literatures	SPNS 102D	D	Group 3
Modern Languages & Literatures	SPNS 201D	D	Group 3
Modern Languages & Literatures	SPNS 220D	D	Group 3
Modern Languages & Literatures	FRCH 102D	D	Group 3
Modern Languages & Literatures	FRCH 201D	D	Group 3
Modern Languages & Literatures	FRCH 220D	D	Group 3
Modern Languages & Literatures	FRCH 320D	D	Group 3
Native American Studies	NASX 105D	D	Group 4
Native American Studies	NASX 205D	D	Group 4
Native American Studies	NASX 232D	D	Group 4
Political Science	PSCI 230D	D	Group 4
Psychology	PSYX 235D	D	Group 4
Sociology & Anthropology	ANTY 101D	D	Group 4
Sociology & Anthropology	SOXI 150D	D	Group 4
Sociology & Anthropology	SOXI 201D	D	Group 4