CHALLENGES & SUGGESTIONS FOR CREATING AND SUSTAINING CULTURE OF ASSESSMENT

This is a summary of the breakout session discussions following Dr. Stanley Nyirenda’s presentation on the above topic to Academic Leaders (Vice President, Associate/Assistant Vice Presidents, Deans, Directors & Department Chairs) during their workshop on August 3, 2011

CHALLENGES

1. The current environment produces few internal and external rewards for assessment activities and does not create a sense of ownership.
2. Faculty are already carrying heavy responsibilities such as grant writing, research, and other services.
3. There is lack of knowledge about assessment: some faculty members are unclear about what assessment is; what they are assessing; how they are supposed to assess; the message about assessment is unclear.
4. Connecting General Education to programs is considered as a challenge.

SUGGESTIONS

1. The continuous and additional resource allocation is needed for supporting faculty assessment activities.
2. We need to make assessment worthwhile for faculty so that they can feel a sense of ownership.
3. We need to create an environment to produce more internal and external rewards for assessment.
4. We need to support assessment with time, infrastructure and resources.
5. We need to provide faculty with more professional development opportunities.
6. Each department and program need to be proactive and intentional about collecting, analyzing and reporting assessment data for student learning and include an action item on assessment in departmental meetings.
7. We need to honor and/or reward efforts to improve teaching.