

Appendix B: Existing Programs Available Through All the Years

In many ways, GC&SU's Quality Enhancement Plan continues the University's ongoing effort to provide students with a quality liberal arts undergraduate learning experience. Over the past few years, a number of programs have been initiated in pursuit of this mission. Appendix B provides an overview of programs currently in place to address the needs of students throughout their undergraduate years. The programs are clustered under learning goals. Then the following information is provided for each program: its leadership, its student outcomes, its assessment criteria, and its means of achieving those outcomes.

Goals:

- Encourage students to seek challenges and strive for excellence;
- Develop a challenging, assessable curriculum to emphasize intellectual competencies and liberal arts modes of inquiry;
- Create a more diverse, vibrant, living-learning environment;
- Encourage students to be involved in the campus community and promote student leadership opportunities;
- Encourage students to clarify post-graduate goals;
- Enable students to succeed in their major disciplines, to synthesize creatively and analytically their learning, and to use effective communication skills;
- Enable students to apply their learning to the liberal arts values of respect for human diversity, civic and global responsibility, sound ethical principles, and a healthy life style;
- Encourage student application of learning to public service and career options.

(1) Program: Honor Code	Leadership: Vice President for Student Affairs
Student Outcomes 1. Will embrace the concept of membership in a community of honor; 2. Will embrace the concept of reason, respect, and responsibility.	Assessments of Outcomes 1. Number of offenses; 2. Student Opinion Survey.
Means of Achieving Outcomes 1. The Honor Code incorporates as its basis "Three Rs" – Reason, Respect and Responsibility; 2. "Three Rs" banners are permanently mounted on the campus; 3. Peer leaders read, describe and speak about the Honor Code to new students; 4. Students sign the Honor Code, promising to abide by its terms; 5. The "Three Rs" are used in debriefing student judicial cases.	
(2) Program: Honors/Scholars Program	Leadership: Director of the Honors Program
Student Outcomes 1. Elect to be in Honors Program if qualified; 2. Elect to be in Scholars Program if qualified; 3. Demonstrate sophisticated written and oral communication skills; 4. Demonstrate creative and/or critical thinking skills; 5. Demonstrate intellectual curiosity and confidence.	Assessments of Outcomes 1. Increased numbers of students in Honors Program; 2. Increased numbers of students in Scholars Programs; 3. Samples of student work with learning reflection; 4. NSSE, ACT, and GC&SU Student Opinion Surveys.
Means of Achieving Outcomes 1. Invite all qualifying students admitted to GC&SU to join Honors Program; 2. Invite all qualifying first-year students who did not apply on admission to do so during fall semester; 3. Invite students who achieve a 3.3 GPA on first two semesters of classes to apply to Honors Program; 4. Work with deans and department chairs to involve all students who qualify (3.5 GPA on 60 semester hours of credit) in scholars work in the major; 5. Involve students in critical reflection and small group discussion of assigned readings in honors seminars; 6. Utilize creative teaching–learning strategies, such as debate, Web CT, position papers and I-pods; 7. Use process-oriented methods of teaching writing in honors English composition classes; 8. Integrate writing and reflective readings that link required first-semester honors classes, such as history, English composition, and the interdisciplinary honors seminar; 9. Require final oral presentations in honors seminars.	

(3) Program: International Education Center	Leadership: Assistant Vice President for International Education
Student Outcomes Elect to enrich learning through international travel and scholarship.	Assessments of Outcomes Participation numbers in international opportunities.
Means of Achieving Outcomes 1. Introduce students and their parents to the possibility of study abroad through inclusion of a study abroad flyer in freshman orientation packets; 2. Introduce students during orientation, Week of Welcome, various Bobcat Marketplaces, and Study Abroad Orientation to the possibility of joining and becoming involved in the activities of the International Club; 3. Introduce students to study abroad opportunities through multi-media presentations and returned students' reports at the first joint meeting of all First-Year Seminars and through presentations of specific program details during First-Year Seminars and other classes, clubs, and residence hall programs; 4. Offer students, at residence hall sign-up each year, the opportunity to live in Casa Mondo, a cross-cultural living experience; 5. Expose students to international and cross-cultural academic events, such as International Week, the International Dinner, speakers, panel discussions, and international students' speaking in classes.	
(4) Program: The Writing Center	Leadership: Writing Center Director
Student Outcomes Make progress toward a degree.	Assessments of Outcomes 1. Numbers showing increased use of support services; 2. Student opinion surveys.
Means of Achieving Outcomes Show students how to apply strategies to all writing tasks, including research and essay writing, applications, resumes, masters' theses, etc.	
(5) Program: Center for Student Success	Leadership: Director of Center for Student Success
Student Outcomes Make progress toward a degree.	Assessments of Outcomes 1. Increased use of support services; 2. Student Opinion Surveys.
Means of Achieving Outcomes 1. Have the Director of the Center for Student Success speak to all freshmen during Springfest, Orientation, Week of Welcome and Seminars, thus establishing an early contact to provide students with one primary office of support to connect with their entire tenure at GC&SU; 2. Give students resource and contact information for support offices and programs through the Academic Planner and encourage them to use the planner during subsequent years at the University.	
(6) Program: Learning Center	Leadership: Director, Academic Assistance
Student Outcomes Make progress toward a degree.	Assessments of Outcomes 1. Increased use of support services. 2. Student opinion surveys.
Means of Achieving Outcomes Promote the availability of the tutoring program and other Learning Center resources to assist with academic difficulties or to enhance performance in classes.	
(7) Program: Annual Reviews of Academic Programs	Leadership: Vice President for Academic Affairs & Dean of Faculties
Student Outcomes 1. Make progress toward a degree; 2. Be retained.	Assessments of Outcomes Comprehensive annual review.
Means of Achieving Outcomes 1. Review the level of academic challenge in all degree programs; 2. Raise the level of academic challenge in identified degree programs; 3. Establish benchmark outcomes for students in degree programs; 4. Establish recognition awards within academic programs for excellence.	
(8) Program: Departmental Student Advisement	Leadership: Academic Deans
Student Outcomes 1. Be retained; 2. Perform well in classes; 3. Make progress toward a degree; 4. Select a major;	Assessments of Outcomes 1. Use of support services; 2. Student Opinion Surveys, ACT; 3. Faculty advisement surveys; 4. Number of students making appropriate

<p>5. Develop key areas of interest within the major; 6. Pursue minors, double majors, and/or study abroad.</p>	<p>progress (GPA and credit hours); 5. Number of students pursuing minors, double majors, and study abroad.</p>
<p>Means of Achieving Outcomes</p> <p>School of Education</p> <ol style="list-style-type: none"> 1. Require application for admission to teacher education and provide an orientation program, interview with assessment of dispositions, and writing sample; 2. Require a mid-point assessment conference on standards and expectations as well as an action plan if there are concerns; 3. Align programs with national standards in the disciplines, a rigorous Board of Regents-mandated teacher education curriculum and NCATE standards; 4. Provide a mid-point assessment conference, based upon course performance; 5. Encourage students to study abroad and to consider Department of Defense school placement for student teaching abroad. <p>School of Health Sciences</p> <ol style="list-style-type: none"> 1. Familiarize students with the academic support services on campus through one-on-one counseling; 2. Expose students to career and exchange opportunities through student organizations for the various majors, internships, service learning opportunities, recruitment opportunities, and related activities; 3. Familiarize students in advisement and orientation sessions with the requirements for successful completion of a degree; 4. Expose students to role models within the department; 5. Create a sense of camaraderie among students by exposing them to a cohesive cohort group of fellow students. <p>School of Business</p> <ol style="list-style-type: none"> 1. Provide advising protocol for at-risk students (defined as those with less than a 2.0 GPA) where department chairs must register these students and look out for them; 2. Provide Interactions with business executives (i.e., Executives' Week) and internships; 3. Define and create appropriate minors to complement majors in liberal arts. <p>School of Liberal Arts & Sciences</p> <ol style="list-style-type: none"> 1. Provide four-year programs of study for all degree programs; 2. Develop concentrations within many majors to help students see more opportunities to develop depth in an area; 3. Provide ongoing attention to the array of courses, degree programs, and study abroad programs offered; 4. Provide early-warning systems in all Arts & Science departments to identify students struggling with course work; 5. Provide exit interviews with graduating seniors in some programs to allow for feedback on the curriculum. 	
<p>(9) Program: Collaborative student-faculty research.</p>	<p>Leadership: Director, Experiential Learning</p>
<p>Student Outcomes</p> <ol style="list-style-type: none"> 1. Pursue extra-curricular scholarship; 2. Demonstrate sophisticated written and/or oral communication skills; 3. Demonstrate creative and/or critical thinking skills. 	<p>Assessments of Outcomes</p> <ol style="list-style-type: none"> 1. Increased number of students submitting to the <i>Corinthian</i>, at the Research Conference, and applying for student travel funding to present at conferences; 2. Increased number of academic honors and awards; 3. NSSE and Student Opinion Surveys; 4. Samples of student work with learning reflection and samples of student work.
<p>Means of Achieving Outcomes</p> <ol style="list-style-type: none"> 1. Offer students an opportunity to interact with faculty to pursue research beyond the classroom; 2. Enhance opportunities for students to publish and/or present research projects through submission to the <i>Corinthian</i> and/or the Student Research Conference, or through receiving funds from the SGA Student Travel Fund, presentations at professional conferences; 3. Encourage students to expand research beyond basic classroom requirements to the creation of true professional level work through opportunities for collaboration with faculty; 4. Reinforce the connection between student research and professional experiences which can enhance career and/or graduate school potential. 	

(10) Program: Student Research Conference	
Student Outcomes 1. Develop professional participation skills; 2. Demonstrate sophisticated written and oral communication skills; 3. Demonstrate creative and/or critical thinking; 4. Participate in student research conferences.	Assessments of Outcomes 1. Participation numbers; 2. Samples of student work with learning reflection; 3. GC&SU student opinion surveys; 4. Number of academic honors and awards.
Means of Achieving Outcomes 1. Offer students an opportunity to interact with faculty to pursue research beyond the classroom; 2. Enhance opportunities for students to publish and/or present research projects through submission to the <i>Corinthian</i> and/or the Student Research Conference, or through receiving funds from the SGA Student Travel Fund, presentations at professional conferences; 3. Encourage students to expand research beyond basic classroom requirements to the creation of true professional level work through opportunities for collaboration with faculty; 4. Reinforce the connection between student research and professional experiences, which can enhance career and/or graduate school potential.	
(11) Program: SGA-Funded Student Academic Travel	
Leadership: Director, Experiential Learning	
Student Outcomes 1. Present at academic conferences; 2. Demonstrate acumen necessary to initiate and complete proposal process.	Assessments of Outcomes 1. Increased numbers of academic honors and awards; 2. GC&SU Student Opinion Surveys; 3. Number of students applying for SGA travel fund support.
Means of Achieving Outcomes 1. Offer students an opportunity to present their research in a professional manner; 2. Connect submission to the Student Research Conference with funding from the SGA Travel Fund for student presentations at professional conferences; thereby, increasing the expectation of student submissions; 3. Provide opportunities for campus presentations to encourage students to expand their research beyond basic classroom requirements to the creation of true professional level work through collaboration with faculty; 4. Offer opportunities at professional conferences to reinforce the connection between student research and professional experiences thus enhancing career and/or graduate school potential.	
(12) Program: <i>Corinthian</i>	
Leadership: Director, Experiential Learning	
Student Outcomes 1. Submit to the <i>Corinthian</i> ; 2. Pursue extra-curricular scholarship; 3. Demonstrate sophisticated written and oral communication skills; 4. Demonstrate creative and/or critical thinking.	Assessments of Outcomes 1. Number of students submitting to the <i>Corinthian</i> ; 2. Samples of student writing; 3. Samples of student work with learning reflection.
Means of Achieving Outcomes 1. Reinforce the need for clear, written communication as a means of conveying research information through synthesis and analysis in an effective manner; 2. Offer students an opportunity to publish their research; 3. Connect submission to the <i>Corinthian</i> and/or the Student Research Conference with receiving funds from the SGA Travel Fund for student presentations at professional conferences; thereby, increasing the expectation of student submissions; 4. Encourage students to expand their research beyond basic classroom requirements to the creation of true professional level work through collaboration with faculty by providing opportunities for presentations; 5. Reinforce the connection between student research and professional experiences which can enhance career and/or graduate school potential by offering presentations opportunities at local, state, regional and national professional conferences.	

(13) Program: Core Curriculum	Leadership: Vice President for Academic Affairs & Dean of Faculties
Student Outcomes 1. Be retained; 2. Perform well in courses; 3. Make progress toward a degree.	Assessments of Outcomes 1. Numbers of students making appropriate progress toward degree (GPA and credit hours); 2. Samples of student writing, samples of student writing with learning reflection; 3. ACT and student opinion surveys.
Means of Achieving Outcomes 1. Clarify specific learning outcomes associated with the core curriculum; 2. Identify specific assessments associated with the core learning outcomes; 3. Provide workshops to faculty on how to encourage and measure core learning outcomes.	
(14) Program: Academic Assistance (Test preparation)	Leadership: Director, Academic Assistance
Student Outcomes 1. Exempt or pass Regents' and Praxis I tests on the first attempt; 2. Be retained; 3. Perform well in courses; 4. Make progress toward a degree.	Assessments of Outcomes 1. Increased satisfaction rates on Regents' and Praxis I tests, ACT data, Student Opinion Surveys; 2. Retention numbers; 3. GPA's.
Means of Achieving Outcomes 1. Publicize the Regents' Test requirement and test schedule through Web pages, registration warnings, First-Year Academic Seminars, and letters/e-mails so students take the test in a timely manner; 2. Screen student records to identify students who have satisfied one or both parts of the Regents' Test with other approved tests; 3. Coordinate Regents' Test information sessions for students registered for the test; 4. Coordinate licensing/access to PLATO test preparation instructional program for the Praxis I tests and promote its availability to interested students.	
(15) Program: Global and multicultural co-curricular programs.	Leadership: Assistant Vice President for International Education and the Director of Multicultural Affairs
Student Outcomes 1. Pursue scholarship on global or cross-cultural concerns beyond the classroom; 2. Participate in international study opportunities; 3. Participate in inter-cultural service-learning or internship opportunities; 4. Participate in co-curricular cross-cultural programs; 5. Pursue a foreign language beyond the minimum requirement; 6. Show an appreciation of America's multiculturalism and other international diversity; 7. Share one's culture with others.	Assessments of Outcomes 1. Participation numbers in global and cross-cultural programs; 2. Increased numbers of students studying abroad; 3. Increased participation of students presenting cultural information to others; 4. Enrollment numbers in foreign language courses.
Means of Achieving Outcomes International Education 1. Offer students the opportunity to Major in International Business, Minor in International Studies or Latin American and Caribbean Studies, or earn a Certificate in European Union Studies; 2. Offer students opportunities to study abroad in more than 35 countries on summer programs or for an academic semester or year; 3. Offer students opportunities to study abroad for an academic semester or year in French, German, Japanese, Russian, or Spanish; 4. Offer students the opportunity to live in Casa Mondo, a cross-cultural living experience; 5. Offer students international and cross-cultural opportunities on campus: International Club, International Week, the International Dinner, speakers, panel discussions, international students' speaking in classes. Multicultural Affairs 1. Initiate a Faculty Forum and Guest Lecture series; 2. Initiate an inter-collegiate Interdisciplinary Student Symposium, for student research in interdisciplinary topics within Africana Studies, Black Studies, Latin American and Caribbean Studies, and Women's Studies;	

<p>3. Host the Middle East Council of the University System of Georgia;</p> <p>4. Expose all students to multicultural programs through monthly heritage events & campus diversity workshops;</p> <p>5. Provide incentives for embracing multiculturalism, such as Organization Deans Cup Points, Martin Luther King Jr. CommUNITY Award, and Office of Multicultural Awards Reception;</p> <p>6. Expose students to campus resources, such as SOAR Mentor/Mentee Topic Mondays, Office of Multicultural Affairs library and informational sessions;</p> <p>7. Expose students to monthly cultural events, such as monthly heritage educational and social events (ie. Hispanic Heritage Month, Disabilities Awareness, Native American Heritage Month, Kwanzaa, Martin Luther King Jr Day, Black History Month, Women’s History Month, Religious Tolerance, and Asian Pacific History Month), all of which are advertised to all students;</p> <p>9. Expose students to social interaction through weekly discussions.</p>	
(16) Program: Wellness Center	Leadership: Dean of the School of Health Sciences
Student Outcomes 1. Participate in health-related co-curricular programs; 2. Pursue healthy lifestyles.	Assessments of Outcomes 1. Facility use; 2. Student Opinion Surveys, attitude inventories, behavior inventories.
Means of Achieving Outcomes 1. Encourage healthy lifestyle behaviors through wellness programming activities like workshops, seminars, or classes on nutrition, cardiovascular health, obesity, smoking, drugs, stress, and other health-related topics; 2. Provide a well-equipped and versatile facility for students to be physically active; 3. Expose students to national wellness awareness activities like the Great American SmokeOut, Alcohol Awareness Week, and other national wellness celebrations or events; 4. Expose students to a campus environment that supports healthy lifestyles: smoke free buildings, healthy cafeteria choices, walking and other supportive opportunities and activities.	
(17) Program: Cornerstones	Leadership: Vice President for Student Affairs
Student Outcomes Participate in activities focused on Cornerstone themes: global awareness and diversity, service and civic engagement, fine arts, wellness.	Assessments of Outcomes Significant participation numbers.
Means of Achieving Outcomes 1. Highlight Cornerstones in the Week of Welcome opening ceremony; 2. Display Cornerstones banners, featuring a logo for each Cornerstone, on campus lampposts; 3. Highlight campus activities in the weekly campus calendar as “Cornerstone events” and designate them with the appropriate logo; 4. Promote Cornerstone events for the upcoming semesters. These are promoted to faculty for possible inclusion in syllabi.	
(18) Program: Road Map	Leadership: Director of Center for Student Success
Student Outcomes 1. Make a difference; 2. Participate in student learning.	Assessments of Outcomes 1. Survey on use of the Road Map; 2. Increased participation in university-wide co- and extra-curricular activities.
Means of Achieving Outcomes 1. Provide all first semester freshmen with the Road Map as part of the Academic Planner – the required text for all freshmen seminar classes – and encourage them to use it as a planning tool to remain engaged and involved well past the first year; 2. Encourage faculty teaching the academic seminar to expose students to the importance of using the Road Map as a guideline of recommended activities to enhance their engagement on campus.	
(19) Program: Office of Experiential Learning	Leadership: Director, Experiential Learning
Student Outcomes 1. Participate in service learning; 2. Develop an experiential transcript; 3. Participate in community service and civic engagement projects.	Assessments of Outcomes 1. Experiential Transcript database; 2. Reflection papers; 3. Capstone projects.
Means of Achieving Outcomes 1. Provide various opportunities, such as service learning, student research presentations and publications, as well as the Georgia Education Mentorship program, to encourage, support, and sustain student involvement in out-of-the-classroom experiences which enhance classroom learning; 2. Publicize various programs and events which provide benefits to students through involvement on campus;	

<p>3. Validate out-of-classroom experiences as significant educational goals that serve as a counterpart to academic classes through the Experiential Transcripts;</p> <p>4. Expose students to the wide variety of out-of-classroom experiences that support and affirm the university mission through speaking to First Year Academic Seminar classes and as many student organizations as possible.</p>	
(20) Program: G.I.V.E. Center	Leadership: Director of the G.I.V.E. Center
Student Outcomes 1. Participate in community learning; 2. Make a difference.	Assessments of Outcomes 1. Significant participation numbers; 2. Student Opinion surveys.
Means of Achieving Outcomes 1. Expose students in the classroom, residence halls, and at meetings to the needs of the community as well as the community agencies that are in the community; 2. Educate students in the classroom, residence halls, and at meetings about what it means to be a productive, concerned, and active citizen; 3. Encourage students to reflect on their experiences through journal entry, small group discussions, and via the GIVE Center's tracking forms; 4. Encourage students in the classroom, residence halls, and at meetings to participate in the National President's Volunteer Service Award; 5. Encourage students to track individual and organizational service hours through using the GIVE Center tracking forms; 6. Educate students in the classroom, residence halls, and at meetings about their ability to be a valuable resource to the community; 7. Educate students in the classroom, residence halls, and at meetings about The GIVE Center's mission, programs, and opportunities; 8. Expose students to the interaction with diverse community members through the GIVE Center.	
(21) Program: American Democracy Project	Leadership: Director of the Coverdell Institute
Student Outcomes 1. Actively participate in American Democracy project activities; 2. Make a difference; 3. Participate in leadership activities.	Assessments of Outcomes 1. Significant participation numbers; 2. Focused student opinion surveys.
Means of Achieving Outcomes 1. Set an expectation among students that they are to make a difference on the GC&SU campus by the time they graduate; 2. Establish a means of assessing student contributions to the campus community at the departmental level; 3. Provide a range of leadership opportunities for students throughout their college career; 4. Include a component of the American Democracy Project in the first-year academic seminar; 5. Involve the residence halls in American Democracy Project activities.	
(22) Program: Resume	Leadership: Director, Career Center
Student Outcomes Develop a draft resume.	Assessments of Outcomes Number of resumes on file.
Means of Achieving Outcomes Provide early resume development instructions and materials through Freshman Seminars, Career/Resume Workshops, individual assistance, and group presentations in classrooms, residents' halls, and various student organizations.	
(23) Program: FOCUS (Faculty Outside the Classroom with University Students) Program	Leadership: Vice President for Student Affairs
Student Outcomes 1. Interact with faculty outside the classroom.	Assessments of Outcomes Housing Quality of Life survey.
Means of Achieving Outcomes 1. Solicit FOCUS volunteers from the faculty; 2. Have Student Resident Assistants select a FOCUS volunteer with whom they wish to work; 3. Have RAs invite their FOCUS faculty partner to events and programs on their floor and encourage the faculty volunteers to visit their floor from time to time to get to know the residents; 4. Provide funds to volunteers to cover catering needs for informal gatherings and programs.	

(24) Program: GEM (Georgia Education Mentorship Program)	Leadership: Director, Experiential Learning
Student Outcomes Participate in leadership opportunities.	Assessments of Outcomes 1. Experiential Transcripts; 2. Increased participation in university-wide, co- and extra-curricular activities.
Means of Achieving Outcomes 1. Offer a select group of students each semester an opportunity to benefit from a mentoring program designed to focus on identifying and emulating the characteristics of leadership which transcend disciplines to benefit both the professional and community environments in which the student will participate in the future; 2. Provide exposure to high-level, real world experiences with Georgia leaders in politics, education, health care, business, and other professions; 3. Help students, through shadowing experiences with mentors, to connect classroom theory to real-world practice; 4. Expose students to various leadership styles as well as the significance of civic responsibility across all professions through shadowing experiences with mentors, as well as a leadership workshop facilitated by the Fanning Institute of Leadership from the University of Georgia.	
(25) Program: Leadership Certificate	Leadership: Director, Experiential Learning
Student Outcomes 1. Participate in leadership opportunities; 2. Pursue a certificate in leadership.	Assessments of Outcomes Increased participation in university-wide, co- and extra-curricular activities.
Means of Achieving Outcomes 1. Expose self-selected students to theories and practices of leadership through a four-year program that begins with Emerging Leaders and then segues into course electives and workshops designed to explore various facets of leadership; 2. Provide certification of completion of the four year academic leadership program designed to build leadership qualities and competencies in self-selected students interested in enhancing their major field of study through a focus on leadership; 3. Encourage student leadership on campus by providing tools to build skills and experiences which reinforce and support individual leadership; 4. Encourage a sense of civic responsibility through leadership training which includes a strong component of service learning/community service; 5. Foster written and oral communication skills through selected courses which support the development of these skills as a requirement for successful leadership; 6. Provide opportunities for leadership experience by allowing junior and senior students to take responsibility for leading programs designed for first-year and sophomore students.	
(26) Program: Funded student research and academic travel.	Leadership: Vice President for Student Affairs
Student Outcomes 1. Participate in leadership opportunities; 2. Pursue a certificate in leadership.	Assessments of Outcomes Increased participation in undergraduate student research with faculty.
Means of Achieving Outcomes 1. Promote collaborative student research with faculty through the Office of Experiential Learning; 2. Earmark student government funds of \$17,500 each year for grants to students who are presenting research findings with faculty at professional conferences. (Students make requests to a student committee which evaluates the request and awards grants.)	
(27) Program: American Humanics	Leadership: Campus Director of American Humanics
Student Outcomes 1. Participate in American Humanics; 2. Participate in leadership opportunities.	Assessments of Outcomes 1. Number of students selecting to participate in the American Humanics program; 2. Resumes; 3. ACT data.
Means of Achieving Outcomes 1. Connect students to the required American Humanics Association which is entirely student run; 2. Offer extensive opportunities for leadership as the AH student association must develop and implement several fund raising programs each year to earn funds to attend the AH national meeting; 3. Encourage leadership through opportunities to develop and coordinate various campus workshops in conjunction with local non-profit agencies;	

<p>4. Promote the development of nationally mandated “competencies” associated with non-profit management including the development and refinement of leadership skills, such as communication, critical thinking, and team work;</p> <p>5. Expose students to opportunities for civic and global responsibility through using their liberal arts education—regardless of major—to address social issues through a career in the non-profit sector;</p> <p>6. Familiarize students with sound ethical principles through course work, workshops, and interaction with non-profit professionals;</p> <p>7. Provide opportunities for students to participate in service learning and community service projects directed to underserved populations often represented by diverse minority populations;</p> <p>8. Expose students to diverse cultures and experiences that expand perceptions and understandings of those who are “different” and the circumstances which surround the life of the underprivileged;</p> <p>9. Support exploration into the various means of addressing social issues through service as well as advocacy.</p> <p>10. Assist students in identifying courses, within their major and/or as electives, specifically applicable to careers in the non-profit sector;</p> <p>11. Provide workshops and special topics classes to address issues directly related to non-profits and not those covered in the regular GC&SU curriculum;</p> <p>12. Connect students to extensive opportunities for internships with non-profit agencies;</p> <p>13. Expose students to opportunities for civic and global responsibility through using their liberal arts education—regardless of major—to address social issues through a career in the non-profit sector;</p> <p>14. Support exploration into the various means of addressing social issues through service as well as advocacy;</p> <p>15. Expose students to the myriad of careers associated with non-profits through guest speakers and participation in special events, such as the National American Humanics annual meeting.</p>	
(28) Program: Internships	Leadership: Director, Career Center
Student Outcomes: Pursue internships.	Assessments of Outcomes Increased participation in university-wide co- and extra-curricular activities.
Means of Achieving Outcomes	
<p>1. Promote and expose students to internship participation outcomes and benefits through Freshman Seminars, Career/Resume Workshops, individual advisement, and group presentations in classrooms, residents’ halls, various student organizations, and internship career fairs;</p> <p>2. Provide and promote internship program opportunities through on-campus interviews with both public and private organizations, and offer extensive internship-related information on the Career Center Web site;</p> <p>3. Expose students to internship opportunities through electronic communications, i.e. email and Career Center “List Serve” postings;</p> <p>4. Coordinate and provide administrative services for the GC&SU Internship Program campus-wide.</p>	
(29) Program: Campus and Residential Programs	Leadership: Director, Student Activities
Student Outcomes Pursue leadership opportunities in campus activities, such as Campus Activities Board, Greek life, and intramural sports.	Assessments of Outcomes 1. Participation numbers; 2. Program evaluations.
Means of Achieving Outcomes	
<p>1. Provide opportunities for students to serve as officials, supervisors and score keepers for the intramural program;</p> <p>2. Provide opportunities for students to assist with program selection, contract negotiation, reservation of facilities, and compensation for events;</p> <p>3. Provide opportunities for students to learn more about Greek life and participate in sorority and fraternity recruitment;</p> <p>4. Provide training for executive officers, new members, and the entire Greek community.</p>	
(30) Program: Senior Capstone	Leadership: Academic Deans
Student Outcomes Demonstrate global, ethical, and interdisciplinary understanding of their major disciplines.	Assessments of Outcomes 1. NSSE; 2. Performance in class; 3. Graduation rates; 4. Graduation and alumni surveys.
Means of Achieving Outcomes	
<p>1. Require students to demonstrate their ability to apply the liberal arts values during their senior year;</p> <p>2. Have faculty evaluate students on their attitude, achievement, and engagement in learning;</p> <p>3. Continue to develop opportunities that can be added to the Experiential Transcript.</p>	

<p>School of Education</p> <ol style="list-style-type: none"> 1. Provide a post-graduate induction process with GC&SU in partnership with the Oconee RESA; 2. Encourage and require professional exploration and activities, including school-based research in senior seminars. <p>School of Health Sciences</p> <ol style="list-style-type: none"> 1. Expose students to professional role models and mentors; 2. Encourage students to identify with a professional career and the requirements necessary for successful participation in that career. <p>School of Business</p> <ol style="list-style-type: none"> 1. Offer BIDS 4705 during the senior year to focus on careers and life after graduation; 2. Offer a senior capstone course which is integrative and includes global, ethical and interdisciplinary understandings; 3. Require a passing grade on the senior exit exam for entrance into the capstone course; 4. Offer international business courses and ethics courses (each SOB student must take at least one international business course and one ethics course); 5. Offer BIDS 3705, a junior-level course where students apply their business skills to help not-for-profit organizations in the community and it also requires students to synthesize and analyze problems and to communicate ideas in a persuasive manner. <p>School of Liberal Arts & Sciences</p> <ol style="list-style-type: none"> 1. Involve discussions of careers in various fields in upper-level courses; 2. Involve students in career exploration through practica and internships. 	
<p>(31) Program: Sound degree program curricula taught by qualified faculty in small classes with easy out-of-class faculty-student interaction.</p>	<p>Leadership: Vice President for Academic Affairs & Dean of Faculties</p>
<p>Student Outcomes</p> <ol style="list-style-type: none"> 1. Pass exit exams; 2. Pass external crediting exams the first time; 3. Be hired in their field or accepted for graduate study. 	<p>Assessments of Outcomes</p> <ol style="list-style-type: none"> 1. NSSE and ACT data; 2. Pass rates on external exams; 3. Graduation and alumni surveys.
<p>Means of Achieving Outcomes</p> <ol style="list-style-type: none"> 1. Develop a program-based, analytical assignment that requires students to synthesize learning; 2. Require this assessment in the senior year; 3. Survey employers of graduates about their assessment of graduates within specific programs; 4. Establish departmental means of tracking graduates in their post-baccalaureate experiences; 5. Maintain small class sizes in degree courses; 6. Recognize faculty involvement in out-of-class student activities related to the degree program; 7. Establish a required exit exam and/or senior assessment; 8. Imbed aspects of liberal arts values into the core and major degree curricula; 9. Establish a meaningful senior assessment and other opportunities for students to be exposed to issues related to ethics, diversity, civic and global responsibility, and healthy lifestyles. 	
<p>(32) Program: Service Learning</p>	<p>Leadership: Service Learning Coordinator</p>
<p>Student Outcomes:</p> <p>Participate in service learning.</p>	<p>Assessments of Outcomes</p> <ol style="list-style-type: none"> 1. Participation numbers 2. ACT data.
<p>Means of Achieving Outcomes</p> <ol style="list-style-type: none"> 1. Familiarize students with various community needs and the means to address those needs; 2. Provide opportunities for students to see themselves as a resource to the community; 3. Support the learning style of those who learn best by “doing”; 4. Reinforce classroom learning by illustrating the connection between classroom theory and real world practice; 5. Facilitate the understanding of the social issues which underlay community needs and the connection between higher education and the means and knowledge necessary to address these social issues; 6. Encourage faculty to adopt service learning as a pedagogical approach significant to the desired student outcomes; 7. Expose students to diverse non-profit agencies that offer career potential; 8. Allow students to move beyond a “feel good” approach to community service toward a sense of civic responsibility that motivates productive civic engagement 	

(33) Program: Departmental Honors and Awards	Leadership: Academic Deans
Student Outcomes Student will earn awards.	Assessments of Outcomes Numbers and quality of eligible applicants.
Means of Achieving Outcomes School of Education 1. Provide field experiences in diverse settings; 2. Have students participate in a variety of service type placements; 3. Introduce students to education courses including a segment on ethics; 4. Have counselors invite freshman to orientations to discuss healthy lifestyles and the need for physical activity. School of Liberal Arts & Sciences 1. Expose students to the opportunities for achievement and awards through departmental organizations and individual departments; 2. Expose students to educational opportunities beyond the classroom through service learning projects, student professional organizations and conferences, and internships. School of Business 1. Offer BIDS 3705, a service learning course where business students apply their learning to help not-for-profit organizations.	
(34) Program: Public Service Internships	Leadership: Director, Career Center
Student Outcomes Participate in service learning.	Assessments of Outcomes 1. Participation numbers; 2. NSSE data; 3. The variety of activities.
Means of Achieving Outcomes 1. Promote and provide two annual on-campus interview opportunities facilitating student participation in the Georgia Governor's Internship Program; 2. Expose students to positive outcomes and opportunities for service learning through Freshman Seminars, Career/Resume Workshops, individual advisement, and group presentations in classrooms, residents' halls, and various student organizations; 3. Facilitate and coordinate GC&SU's membership in "A Call to Serve: Leaders in Education Allied for Public Service Program."	
(35) Program: Internships or Practica	Leadership: Director, Career Center
Student Outcomes Pursue internship and practica experiences.	Assessments of Outcomes 1. Participation numbers; 2. NSSE data; 3. Number and variety of experiences.
Means of Achieving Outcomes 1. Promote and expose students to internship/practicum participation outcomes and benefits through Freshman Seminars, Career/Resume Workshops, individual advisement, and group presentations in classrooms, residents' halls, various student organizations, and internship career fairs; 2. Encourage students to participate in internship and practicum experiences for qualitative resume development purposes; 3. Provide and promote internship program opportunities through on-campus interviews with both public and private organizations; 4. Expose students to internship opportunities through Career Center Web site resources, electronic communications, i.e. student email and "List Serve" postings; 5. Coordinate and provide administrative services for the GC&SU Internship Program campus-wide.	
(36) Program: Senior career seminars	Leadership: Director, Career Center
Student Outcomes 1. Develop an effective resume; 2. Research discipline-appropriate jobs effectively.	Assessments of Outcomes 1. Number of resumes on file; 2. NSSE data; 3. Number of job searches; 4. Participation numbers.
Means of Achieving Outcomes 1. Provide students with intensive individual and group resume development services; 2. Provide students with an expansive array of career-related and job-search resources via the Career Center Web site; 3. Expose students to the benefits of using the Georgia Career Information Center (GCIS) and GeorgiaHire on-	

line career services for job research purposes;

4. Through senior career seminars, individual and group meetings, instruct and advise students in addition to traditional job search methods in up-to-date methodologies, including researching discipline-appropriate jobs via the internet, resume posting on-line, networking, attending career fairs, "cold-canvassing" (initiating contacts with desired organizations regardless of vacancies being listed), utilizing the Career Center "Jobs List Serve," participating in professional associations, and working with staffing consultants.