

## Student Learning Outcomes Matrix - Academic Year 2023 – 2024

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: Does not meet expectation Meets expectation Exceeds expectation Insufficient data
<b>SLO 1 - Plan, create and implement a comprehensive sport program for private and public sectors utilizing biblical principles of stewardship and discipleship</b>					
<b>Measure 1</b> <b>Policy Manual (SPM 315 or SPM 430 online) (DM)</b>	80% of students will score 80% or higher	11	10	91%	Meets Expectation
<b>SLO 2 Demonstrate and apply knowledge of the fundamental principles of sport management</b>					
<b>Measure 1</b> <b>Practicum Site Supervisor Evaluations (IM)</b>	80% of students will score 80% or higher	10	10	100%	Exceeds Expectation
<b>Measure 2</b> <b>Practicum Journal Questions (IM)</b>	80% of students will score 80% or higher	10	10	100%	Exceeds Expectation
<b>SLO 3 Distinguish individual differences and describe all dimensions of diversity</b>					
<b>Measure 1</b> <b>Cross Cultural Reflection (IM)</b>	80% of students will score 80% or higher	1	1	100%	Exceeds Expectation
<b>SLO 4 Apply critical, analytical, and creative thinking skills to solve problems through the integration of management theories</b>					
<b>Measure 1</b> <b>Practicum Site Supervisor Evaluations (IM)</b>	80% of students will score 80% or higher	10	10	10	Exceeds Expectation
<b>Measure 2</b> <b>Practicum Journal Questions (IM)</b>	80% of students will score 80% or higher	10	10	10	Exceeds Expectation
<b>SLO 5 Develop the communication skills necessary to disseminate information in a variety of oral, written and electronic formats</b>					
<b>Measure 1</b> <b>Website Creation (DM)</b>	80% of students will score 80% or higher	21	19	90%	Meets Expectation

<b>SLO 6 Interpret regulations and legal aspects relative to the sport profession</b>					
<b>Measure 1 Moot Court (DM)</b>	80% of students will score 80% or higher	11	11	100%	Exceeds Expectation

*Note: If you are using different direct and indirect measures for different degree programs, please replicate the matrix, using one matrix for each program that has different measures. If different programs use the same measures, only one copy of the matrix is needed.*

SLO 1: This class was high performing, however, one student did not complete this project, which included a presentation. We continue to find this in low level courses. As an action plan to correct this, we are going to ask professors to scaffold these assignments, even if it needs to include a mini presentation before their peers as to how they are progressing at the mid-way point.

SLO 2: This class of seniors was THE highest performing graduating class ever. One student was the valedictorian for the college. Quite of a few of them were COSMA Chi Sigma Mu members and leaders around campus, so it was not a surprise to see that these students excelled in their practicum field experiences. More than the scores, it was the comments by site supervisors that were excellent!

SLO 3: All of the requirements for completing a cross cultural experience for the graduating class of 2024 were waived. Pre-Covid, every student was required to complete a cross cultural experience. The graduating class of 2025 must now complete a cross cultural experience, so these numbers will significantly increase next year. We are running a travel learn trip to Barcelona, Madrid, & Paris in May of 2025 to study the European Model of Sport.

SLO 4: Same comments as SLO 2

SLO 5: This large class is also high achieving, except for a few students. Two students, one who knew he was transferring out and the other was planning on dropping out of college altogether, didn't bother doing the project. The third student just struggled as a spring semester transfer. Again, going back to SLO 1, as the program director, I will be emailing both of these professors about these classes and adding in more scaffolding checkpoints. This class is in the spring and SLO 1 is a fall class, but is not running this fall as that professor is on sabbatical. All of the students that needed to take that class were placed in it this past fall, so he will have time to adjust his syllabus.

SLO 6: This assignment, because it is split into two groups, always has full participation as it is heavily scaffolded from the beginning until the culminating mock trial with a judge, jury and live witnesses. It's an excellent assignment and students continually highlight it as a great experience.

## Program-Level Operational Effectiveness Goals Matrix Academic Year 2023-24

Identify Each Operational Effectiveness Goal and Measurement Tool(s)	Identify the Benchmark (e.g., 80% will achieve a rating of 5)	Data Summary	Assessment Results: Does not meet expectation Meets expectation Exceeds expectation Insufficient data
<b>OEG 1</b> To continuously seek to improve teaching and learning			
<b>Measure 1 Teacher Evaluations</b>	80% will be fully meets expectations or exceeds expectation	All full-time faculty scored higher than 80% on teacher evaluations and final portfolios (which included adjunct teaching evaluations)	Exceeds Expectation
<b>Measure 2 Teacher In-service</b>	2 days per year One in August and in April	2 days per plus additional time spent in dept. meetings	Exceeds Expectation
<b>Measure 3 Graduate Exit Surveys</b>	80% will agree to the statement “would recommend this program to a friend”	All 12 TUD students said they would recommend our program to a friend 1 in December and 11 in May	Exceeds Expectation
<b>OEG 2</b> To optimize enrollment and retention			
<b>Measure 1 The SM program will see continued growth in the program.</b>	The SM program will see numbers maintained/increase each fall semester.	We had seven graduates, but for the fall of 2023 we have our largest incoming class of 21!	Meets Expectation
<b>OEG 3</b> To nurture and strengthen affiliations within the local community			
<b>Measure 1 Advisory Board Meetings</b>	The advisory board will meet one time per year.	Chose not to have one this year	Does not meet expectation
<b>Measure 2 Continue holding CCAC Athletic Director’s Meetings</b>	Sponsor yearly meetings in August bring back championships to LBC.	Held two meetings and ran nine CCAC championship events	Exceeds expectation
<b>OEG 4</b> To remain committed to continuing professional growth through activities such as joining professional organizations, attending professional conferences, engaging in faculty development or volunteer efforts			

<b>Measure 1 Artifacts placed in scholarship section of professional portfolio for year-end review by development.</b>	All full-time will attend at least one professional conference per year. Each will maintain one membership.	All full-time faculty had PSAPHERD/COSMA memberships. Tom & Amanda each attended the COSMA conference and presented. Amanda conducted one virtual COSMA site reaccreditation Presented at faculty	Exceeds expectation
<b>OEG 5</b> Faculty will supervise weekly reports and conduct onsite observations.			
<b>Measure 1 Faculty will supervise weekly reports and conduct onsite observations.</b>	Faculty will observe 80% of students in SPM 355 and 450 within a 60 mile radius of LBC.	Visited 9 juniors and seniors.	Exceeds expectations
<b>Measure 2 Develop relationships with site supervisors.</b>	Faculty will meet with at least two (new/existing) site supervisors per year.	Faculty met with three existing site supervisors	Meets Expectation

OEG 1 We were thrilled that all of our seniors, including our valedictorian, said they would recommend our program to a friend. We are also happy that almost half of them went on to begin their master's degree. As we prepare for our reaccreditation visit, we felt it necessary to not only continue having full-time professors conduct a teaching observation, but we also had our two adjunct faculty do one as well.

OEG 2 We had 22 incoming freshman this past year. Our admissions goal is only 15! Recruiting efforts by being merged into the Business Administration department have helped as they have a dedicated person to meet with prospective students when SM faculty are not available.

OEG 3 We continue to hold CCAC athletic director meetings and we are now starting to see the fruit of this as we hold their championships on campus. Every year we attract students from local Christian schools into LBC as students. It has proven to be a strong and positive experience that local high school students get when our SM students give them a memorable championship experience.

We need to re-engage our advisory board. They were helpful and insightful, but since losing Vickie Byler, we feel stretched beyond normal limits. We must do this for the 2024-2025 school year.

OEG 4 All faculty transitioned to online portfolios through Paycom, our payroll and HR hub. This allows for streamlining of faculty assessment and evidence of teaching, scholarship, and service. This is an extremely positive improvement for the college.

OEG 5 Faculty were able to observe nine students in either their internship or practicum experience! This was the largest amount of students we have visited to date! Faculty also receive mileage in exchange for using personal vehicles. One issue that has risen is that the rate is only 50 cents per mile, which has been the same since 2011 when I was hired. This needs to go up. We will address this at a department meeting with the Provost since our Dean position is currently vacant.

## PROGRAM INFORMATION PROFILE

*This profile offers information about the program in the context of its mission, basic purpose and key features.*

**Name of Institution:** Lancaster Bible College

Program/Specialized Accreditor(s): \_\_\_\_\_

Institutional Accreditor: Middle States & Association of Biblical Higher Education

Date of Next Comprehensive Program Accreditation Review: April 2025

Date of Next Comprehensive Institutional Accreditation Review: 2024-2025

URL where accreditation status is stated: <https://www.lbc.edu/undergraduate/academics/majors/sport-management/>

### Indicators of Effectiveness with Undergraduates [As Determined by the Program]

1. Graduation Year: 2024 # of Graduates: 10 Graduation Rate: 100%
2. Average Time to Degree: 4-Year Degree: \_\_\_\_\_ 5-year Degree: \_\_\_\_\_
3. Annual Transfer Activity (into Program): Year: 2024  
# of Transfers: 1 Transfer Rate: \_\_\_\_\_
4. Graduates Entering Graduate School: Year: 6  
# of Graduates: NA # Entering Graduate School: 6
5. Job Placement (if appropriate): Year: \_\_\_\_\_  
# of Graduates: \_\_\_\_\_ # Employed: \_\_\_\_\_

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