

**Program Educational Objectives**  
**Closing the Loop – Assessment findings, evaluation, and actions taken**

Constituent Providing Feedback	Assessment Method(s)	Time of data collection	Assessment Coordinator	Evaluation of Results
Alumni	Survey	Fall 2004, 2007	Wilson	Department
Advisory Board	Focus Group	Spring 2005, 2008		
Campus Recruiters	Survey, Focus Group	Fall 2005, 2008		

**For all Objectives, data sources 2005:** 150 alumni were surveyed who have been out six years with a 43% response rate (65 surveys returned). The Advisory Board is made up of 18 of the program constituents and consists of 12 employers of our graduates (7 of whom are also graduates of our program), 3 alumni, and three faculty members from benchmark programs at other institutions (1 graduate and 2 undergraduate faculty). There were 37 recruiters who interview our students and employ our graduates. All recruiters participated in data collection and eight also participated in a luncheon focus group.

**For all Objectives, data sources 2008:** 176 alumni were surveyed who have been out six years with a 51% response rate (90 surveys returned). The Advisory Board is made up of 17 of the program constituents and consists of 12 employers of our graduates (6 of whom are also graduates of our program), 3 alumni, and three faculty members from benchmark programs at other institutions (1 graduate and 2 undergraduate faculty). There were 40 recruiters who interviewed our students and employ our graduates. All recruiters participated in data collection and nine also participated in a luncheon focus group.

**Objective 1: Work effectively as a professional in cross-functional teams**

**2005 Results:**

**Alumni:** Of the graduates who have had experience working in cross-functional teams (45), 90% of them reported that they were satisfied/very satisfied with the preparation they received from the program. Comments from those who were dissatisfied/very dissatisfied indicated that they did not feel they had enough interaction on teams with students from other disciplines. Of the 17 graduates who reported that they did not have experience working on cross-functional teams, 15 were in the first year of their professional employment.

**Advisory Board:** All members of the Advisory Board reinforced the importance of working in cross-functional teams. They also indicated that it would be helpful to create student teams with members from different disciplines to mirror what happens in the workplace. Overall, they agreed that our graduates work well on cross-functional teams.

**Campus Recruiters:** Of the 37 recruiters, only 26 of them indicated that they had sufficient information to provide feedback on this objective. Of the 26 respondents to this item, all of them reported that they were satisfied/very satisfied with the performance of our graduates. In the focus group, it was clear that how “cross-functional” teams are implemented vary greatly from employer to employer. In some companies there may only be three or four people that make up a project team where in others the teams are much larger. However, there didn’t seem to be any difference with the level of satisfaction based on the size of the team.

**Actions Taken:** Based on the assessment data, the faculty were generally very satisfied with the results. However, it was decided to investigate the possibility to make the student experience more in line with what they will experience in the workplace working with those from other disciplines on truly cross-functional teams in their capstone experience as opposed to all students with the same major. This will need coordination and cooperation with other departments. In 2006, 25% of the last year students were placed on cross-functional teams in cooperation with three other technical departments and students from the business program. The program was expanded to 50% of the last year students in 2007. There were not enough suitable projects to expand the program further in 2008. In the 2008 assessment cycle special attention will be paid to the alumni survey results for those students who graduated in 2007 and 2008 in comparison with first and second year alums who responded in the previous assessment.

**2008 Results:**

**Alumni:** *results reported*

**Advisory Board:** *results reported*

**Campus Recruiters:** *results reported*

**Actions Taken:** *actions taken based on evidence provided by results*

**Objective 2: Solve problems using the modern tools of the discipline**

*Repeat the pattern from Objective 1.*