

## Graduate Student Learning Outcomes

Academic Year 2024 – 2025

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: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
<b>SLO 1 – Students effectively investigated, evaluated, and analyzed the components that contribute to planning and managing a sporting event and staff.</b>					
<b>Measure 1 (DM)</b> Event Plan  SPTM 604	student assessment measuring CPC content area (Management Foundations of Sport) is for 70% of students to score at least an 80% (i.e., B).	11	10	91%	3
<b>Measure 2 (IM)</b> Writing Prompts  SPTM 653	student assessment measuring CPC content area (Legal Aspects in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	17	14	82%	2
<b>SLO 2 – Students successfully evaluated and integrated the concepts regarding society, policy, and legality.</b>					
<b>Measure 1 (DM)</b> Writing Prompts  SPTM 653	student assessment measuring CPC content area (Policy of Sport Management) is for 70% of students to score at least an 80% (i.e., B).	17	14	82%	2
<b>Measure 2 (IM)</b> Diversity Case Study  SPTM 605	student assessment measuring CPC content area (Diversity Issues in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	12	8	67%	1
<b>SLO 3 – Students effectively created and evaluated research covering diversity and inclusion concepts related to the Sport Management Environment.</b>					

<b>Measure 1 (DM)</b> Diversity Case Study  SPTM 605	student assessment measuring CPC content area (Diversity Issues in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	12	8	67%	1
<b>Measure 2 (IM)</b> Writing Prompts  SPTM 653	student assessment measuring CPC content area (Legal Aspects in Sport Management) is for 70% of students to score at least an 80% (i.e., B).	17	14	82%	2
<b>SLO 4 – Students effectively identified, explained, applied, and analyzed the necessary components of a research investigation.</b>					
<b>Measure 1 (DM)</b> Diversity Case Study  SPTM 605	student assessment measuring CPC content area (Capstone Experience) is for 70% of students to score at least an 80% (i.e., B).	12	8	67%	1
<b>Measure 2 (DM)</b> Research Proposal  SPTM 688	student assessment measuring CPC content area (Capstone Experience) is for 70% of students to score at least an 80% (i.e., B).	10	9	90%	3
<b>Measure 3 (DM)</b> Research Proposal  SPTM 664	student assessment measuring CPC content area (Capstone Experience) is for 70% of students to score at least an 80% (i.e., B).	12	8	67%	1

## Graduate SLO Narrative

Academic Year 2024 – 2025

Identify Each Student Learning Outcome and Measurement Tool(s)	Assessment Results:	
	1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data	Analysis and Narrative(s)
<b>SLO 1 – Students effectively investigated, evaluated, and analyzed the components that contribute to planning and managing a sporting event and staff.</b>		
<b>Measure 1 (DM)</b> Event Plan  SPTM 604	3	Students effectively investigated, evaluated, and analyzed the components that contribute to planning and managing a sporting event and staff.
<b>Measure 2 (IM)</b> Participant Liability Issues Assignment  SPTM 653	2	The professor adjusted the implementation of the 604 Event Plan to contain more demands, and the students still succeeded. This could be due to adding a guest speaker with over 20 years of experience running an annual basketball tournament with 100+ teams over three days.
<b>SLO 2 – Students successfully evaluated and integrated the concepts regarding society, policy, and legality.</b>		
<b>Measure 1 (DM)</b> Participant Liability Issues Assignment  SPTM 653	2	It can be argued that students successfully evaluated and integrated the concepts regarding society, policy, and legality. The measure seems to be appropriate for this outcome.
<b>Measure 2 (IM)</b> Diversity Case Study  SPTM 605	1	This Case Study assessment is a difficult one (even for graduate students). Benchmarks tactics will be used to assist students in avoiding procrastination regarding data collection. It is optimistic to see that the class benchmark being met simply needed one more student to achieve it.

SLO 3 – Students effectively created and evaluated research covering diversity and inclusion concepts related to the Sport Management Environment.		
Measure 1 (DM) Diversity Case Study  SPTM 605	1	SLO 3 can be considered met [even] after considering the other IM only reached expectations. This Case Study assessment is a difficult one (even for graduate students), but it was simply one student away from achieving the benchmark.  The program will reevaluate the measure to consider moving the indirect measure into direct measure status.  While the benchmark wasn't met, the results were [one student] below the requirement and no worse than the previous year. There is confidence the assessment will have success next year.
Measure 2 (IM) Participant Liability Issues Assignment  SPTM 653	2	
SLO 4 – Students effectively identified, explained, applied, and analyzed the necessary components of a research investigation.		
Measure 1 (DM) Diversity Case Study  SPTM 605	1	SLO 4 is considered unmet. All three SLO measures historically result as unmet, but the assessments are necessary ones to put students in a position to succeed. This claim is supported by the success of Measure 2, and each of the other measures containing only one student away from being met. The 688 Research Proposal saw success and it is traditionally the last course for the MSSM degree program.
Measure 2 (DM) Research Proposal  SPTM 688	3	
Measure 3 (DM) Research Proposal  SPTM 664	1	

### **Graduate SLO Closing the Loop**

The USI MSSM program showed strengths and room for improvement for the past 2024-25 academic year. While its majors effectively investigated, evaluated, and analyzed the components that contribute to planning and managing a sporting event and staff, there is still room for improvement within activities and assessments related to research. It can be argued that students successfully evaluated and integrated the concepts regarding society, policy, and legality, however, the indirect measure of the 605 Case Study does not give 100% achievement for the outcome. Given the scores of the outcome (SLO #4) related to the components of research, the program can discern that the students did successfully evaluate and integrate the concepts regarding society, policy, and legality. The same interpretation can be applied to SLO #3 as the program believes students effectively created and evaluated research covering diversity and inclusion concepts related to the Sport Management Environment. It is the program's aim to effectively separate the components of research out of the assessments for the other SLOs so there is a more distinct picture regarding the outcome assessment scores.

## Operational Effectiveness Goals

Academic Year 2024 – 2025

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:
			1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
OEG 1: The USI Sport Management program will provide students with diverse, high-quality faculty.			
Measure 1: Hiring – we will follow the hiring protocols set forth through our university and advertisement in appropriate outlets – (e.g., The Chronicle, NASSM outlets, NIRSA)	25 applicants will apply for a SM position when there is an opening and there will be 3 viable candidates to bring on campus.	We conducted two searches for a tenure-track [Assistant] professor in the spring of 2024. We successfully hired two high-quality faculty members: Dr. Incheol Jang and Dr. Mina Woo. We also believe they bring a wealth of diversity to the program (e.g., expertise, research interests, professional experience, and background).	3
Measure 2: College Mentoring Program (Retain) – The purpose of the College Mentoring Program is to create a link between new and junior faculty and respected, tenured faculty.	100% of new faculty will participate in the College Mentoring Program during the first three years of their tenure.	Both new faculty members participate in the Pott College Mentoring Program	3
Measure 3: Faculty Teaching Evaluations (Retain – by meeting promotion/tenure requirements)	100% of the faculty teaching evaluations will be at least a 3.5 on a 1-5 scale on all areas of evaluation.	100%	2

<p><b>Measure 4:</b> Faculty Publications and Presentations (Retain – by meeting promotion/tenure requirements)</p>	<p>On average, the faculty will produce, at least, 1-2 publications and presentations a year.</p>	<p><b>Dr. Jang</b>  <b>Jang, I., &amp; Woo, M.</b> Exploring Job Announcements of US Professional Sport Leagues: Knowledge, Skills, and Abilities. Poster presentation at <i>the North American Society for Sport Management Conference</i>, San Diego, CA, May 27 – 30, 2025.  <b>Hazzaa, R. N., &amp; Jang, I.</b> Managing emotions at work: An examination of emotional labor, commitment, and burnout in collegiate recreation and sport staff. Oral presentation at <i>the North American Society for Sport Management Conference</i>, San Diego, CA, May 27 – 30, 2025.  <b>Woo, M., Liechty, T., Sato, M., &amp; Jang, I.</b> Exploring experiences of recreational tennis among women in mid and later life. Poster presentation at The Academy of Leisure Sciences Conference, Pittsburg, PA, March 5 – 7, 2025.  <b>Jang, I.</b> Exploring human resource practices of a sport for development (SFD) organization: through the Ability-Motivation-Opportunity (AMO) theoretical lens. Oral presentation at <i>the Applied Sport Management Association Conference</i>, Cincinnati, OH, February 12 – 14, 2025.</p> <p><b>Dr. Smith</b>  <b>Wildeman, J. &amp; Smith, C. M. L.</b> (March, 2025). Student-Athlete Undergraduates Selecting a Major: Perceptions of Autonomy at a Mid-Major NCAA Division-1 University. <i>Oral presentation at the College Sport Research Institute Conference</i>, Columbia, SC.</p> <p><b>Dr. Woo</b>  <b>Key, L., Du, X., Woo, M., Pazmino, J., Kerins, A., &amp; Liechty, T.</b> (2025). Spinning fast without falling: women’s empowerment through roller derby. <i>Leisure Science</i>. 1-20. <a href="https://doi.org/10.1080/01490400.2025.2471834">https://doi.org/10.1080/01490400.2025.2471834</a>  <b>Jang, I. &amp; Woo, M.</b> (May, 2025). Exploring Job Announcements of US Professional Sport Leagues: Knowledge, Skills, and Abilities. <i>Poster presentation at the North American Society for Sport Management Conference</i>, San Diego, CA.  <b>Woo, M., Liechty, T., Sato, M., &amp; Jang, I.</b> (March, 2025). Exploring Experiences of Recreational Tennis Among Women in Mid and Later Life. <i>Poster presentation at The Academy of Leisure Sciences Conference</i>, Pittsburg, PA.</p>	<p>2</p>
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<b>Measure 5:</b> Faculty development: Faculty will receive information on strategies and tactics to promote diversity, equity, and inclusion.	At least, one faculty member will sit on the Equity, Diversity, and Inclusion Committee within the Pott College of USI.	Dr. Mina Woo (2024 – 26) <a href="https://www.usi.edu/science/faculty/college-committees">https://www.usi.edu/science/faculty/college-committees</a>	2
<b>OEG 2: The USI SPTM program will successfully provide an environment that promotes the retention of SPTM majors.</b>			
<b>Measure 1:</b> Sport Management Club	Club will achieve a retention rate of 67% of SPTM majors	100%	3
<b>Measure 2:</b> UNIV 101, 283 and 288 student-majors survey	Survey items will measure the perceptions and satisfaction of student-majors.	Survey under construction	n/a
<b>Measure 3:</b> Advisory Board	80% of our Advisory Board members will perceive our course offerings, course assessments, and the program as a whole align with the trends and opportunities in the sport industry.	100%	3
<b>Measure 4:</b> Annual review of undergraduate retention data	67% of SPTM majors will be retained for their second year	88.2%	3
<b>OEG 3: The USI Sport Management program will provide students with the opportunity for professional development and growth within the SPTM local industry and beyond.</b>			
<b>Measure 1:</b> The Field Experience Faculty Coordinator (FEFC) will develop, maintain, and evaluate partnerships and community outreach opportunities with local business and organizations.	The FEFC will add one more partnership to the total amount of opportunities per year.	Two were added:  Owen County Family YMCA Evansville [Deaconess] Sports Complex	2
<b>Measure 2:</b> Practicum – 150 hours completed (typically completed during the sophomore or junior year).	To have 90% of the students successfully complete a 150-hour practicum within recreational sports, intercollegiate athletics and/or professional sport the first time taken.	27 out of 28 students worked 150 hours for their term within the SPTM field.	3
<b>Measure 3:</b> Internship – 300 hours completed (typically during the student's senior year).	To have 90% of students successfully complete a 300-hour internship their senior year.	26 out of 28 students worked 300 hours for their term within the SPTM field.	2



<b>Measure 4:</b> Advisory Board	80% of our Advisory Board members will perceive our course offerings, course assessments, and the program as a whole align with the trends and opportunities in the sport industry.	100%	3
<b>Note: You are not required to have five OEGs – you may have more or fewer.</b> <b>Required Narrative: Close the loop and explain why you met, exceeded or did not meet any expectations. Explain why there was insufficient data (if applicable). Discuss what you may do differently next year or any corrective action you will take.</b>			

## OEG Narrative

Academic Year 2024 – 2025

Identify Each Operational Effectiveness Goal and Measurement Tool(s)	Identify the Benchmark (e.g., 80% will achieve a rating of 5)	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data	Analysis and Narrative(s)
<b>OEG 1: The USI Sport Management program will provide students with diverse, high-quality faculty.</b>			
<b>Measure 1:</b> Hiring – we will follow the hiring protocols set forth through our university and advertisement in appropriate outlets – (e.g., The Chronicle, NASSM outlets, NIRSA)	25 applicants will apply for a SM position when there is an opening and there will be 3 viable candidates to bring on campus.	3	The goal is considered met. The previous year's Measures #3 and #4 had significant room for improvement. The addition of two new faculty members drastically increased the program's ability for success in classroom teaching and scholarship.
<b>Measure 2:</b> College Mentoring Program (Retain) – The purpose of the College Mentoring Program is to create a link between new and junior faculty and respected, tenured faculty.	100% of new faculty will participate in the College Mentoring Program during the first three years of their tenure.	3	
<b>Measure 3:</b> Faculty Teaching Evaluations (Retain – by meeting promotion/tenure requirements)	100% of the faculty teaching evaluations will be at least a 3.5 on a 1-5 scale on all areas of evaluation.	2	
<b>Measure 4:</b> Faculty Publications and Presentations (Retain – by	On average, the faculty will produce, at least, 1-2 publications and presentations a year.	2	

meeting promotion/tenure requirements)			
<b>Measure 5:</b> Faculty development: Faculty will receive information on strategies and tactics to promote diversity, equity, and inclusion.	At least, one faculty member will sit on the Equity, Diversity, and Inclusion Committee within the Pott College of USI.	2	
<b>OEG 2: The USI SPTM program will successfully provide an environment that promotes the retention of SPTM majors.</b>			
<b>Measure 1:</b> Sport Management Club	Club will achieve a retention rate of 67% of SPTM majors	3	The effectiveness of the SPTM Club related to student success, professional development, and retention was evident. This past academic year, there were 18 undergraduate members (14 SPTM majors and 4 related/other majors (MKTG/EXSC/INDV STUDIES). Of the 14 SPTM majors, three will graduate this May and the other 11 are currently enrolled in fall 2025 classes (100% retention rate for SPTM Club members) as of 4/30/25. This is at least an indirect correlation between club membership and retention of SPTM majors.
<b>Measure 2:</b> UNIV 101, 283 and 288 student-majors survey	Survey items will measure the perceptions and satisfaction of student-majors.	n/a	
<b>Measure 3:</b> Advisory Board	80% of our Advisory Board members will perceive our course offerings, course assessments, and the program as a whole align with the trends and opportunities in the sport industry.	3	
<b>Measure 4:</b> Annual review of undergraduate retention data	67% of SPTM majors will be retained for their second year	3	
<b>OEG 3: The USI Sport Management program will provide students with the opportunity for professional development and growth within the SPTM local industry and beyond.</b>			
<b>Measure 1:</b> The Field Experience Faculty Coordinator (FEFC) will develop, maintain, and evaluate partnerships and community outreach opportunities with local business and organizations.	The FEFC will add one more partnership to the total amount of opportunities per year.	2	The USI Sport Management program provided students with the opportunity for professional development and growth within the SPTM local industry and beyond.
<b>Measure 2:</b> Practicum – 150 hours completed (typically completed during the sophomore or junior year).	To have 90% of the students successfully complete a 150-hour practicum within	3	

	recreational sports, intercollegiate athletics and/or professional sport the first time taken.		
<b>Measure 3:</b> Internship – 300 hours completed (typically during the student's senior year).	To have 90% of students successfully complete a 300-hour internship their senior year.	2	
<b>Measure 4:</b> Advisory Board	80% of our Advisory Board members will perceive our course offerings, course assessments, and the program as a whole align with the trends and opportunities in the sport industry.	3	

#### OEG Closing the Loop

The USI Sport Management program achieved all its measures within the operational effectiveness goals for the 2024-25 academic year. This feat is one that is celebrated. With that in mind, it will be the primary focus of the program to repeat this achievement next year; specifically focusing on the retention aspect of the program.