

**Program Outcome and Assessment(s)**  
**2019-2020 Program Outcome Assessments Year-End Reporting Form**  
**Program Review Cycle - 2018-19**

In response to SACSCOC 8.2, *“The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results ...”*

Name of Program: Applied Animal Science

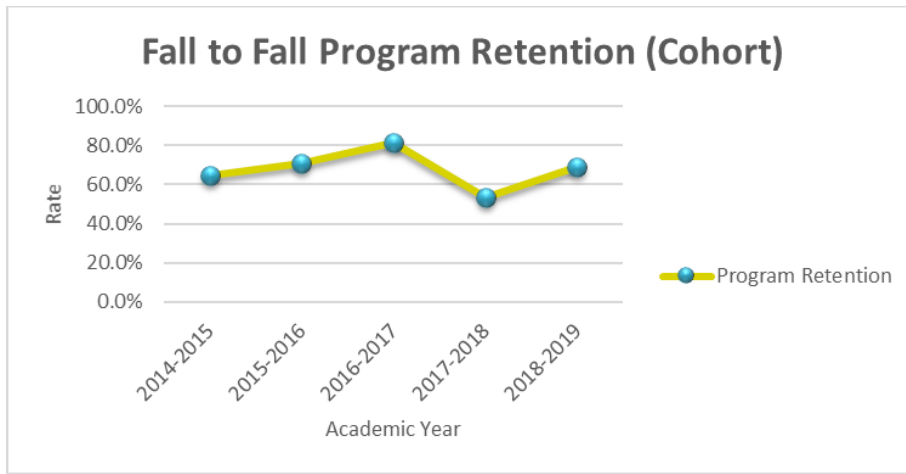
**Program Outcome #1: Program Retention, Fall to Fall**

**Baseline:** 72 % (Average of three years – 2014-15; 2015-16; 2016-17; fall-to-fall program retention)  
**Standard:** 75 % Fall to Fall  
**Target:** 78 % Fall to Fall

**2019-2020 Action / Strategy Items:**

| Item # | Action / Strategy Items: (Actions / strategies identified in the 2018-19 program review.)   | Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.) |
|--------|---|--|
| 1      | Continue to use Aviso to identify students who may be at risk. Continue to actively advise students for course selections and registration. | Continuing to use Aviso to identify students performing poorly. Follow ups are made by advisor and achievement coach.  |

| Year (Fall to Fall) | Program Fall Enrollment Cohort | Program Completers | Program Returners | Program Non-Completers | Program Transfers | Program Retention |
|---------------------|--------------------------------|--------------------|-------------------|------------------------|-------------------|-------------------|
| Fall 2014-Fall 2015 | 31                             | 8                  | 12                | 2                      | 0                 | 64.5%             |
| Fall 2015-Fall 2016 | 34                             | 6                  | 18                | 10                     | 0                 | 70.6%             |
| Fall 2016-Fall 2017 | 37                             | 9                  | 21                | 15                     | 1                 | 81.1%             |
| Fall 2017-Fall 2018 | 43                             | 5                  | 18                | 18                     | 1                 | 53.5%             |
| Fall 2018-Fall 2019 | 45                             | 7                  | 24                | 14                     | 1                 | 68.9%             |



**Provide narrative for analysis of program retention data** *(Based on the data, provide a narrative of your analysis of fall to fall retention. Indicate factors that may have affected your retention. State any changes you plan to address for next year that may affect retention.)*

Fall to Fall retention rate is increasing steadily. This is attributed to constant contact with students. Advisees are placed on a Google spreadsheet and contacted prior to each registration period. Students are also contacted through Aviso early alerts and followed up with the achievement coach and advisor.

**Provide narrative for analysis of program retention standard/target** *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

The target was not met, but did increase from the previous year's data. The new baseline will be 67.8%, the new standard will be 70% and the new target will be 73%.

**2020-2021 Action / Strategy Items:**

*(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)*

| Item | Action / Strategy Items <i>(Identify action items as a result of your program outcome assessment.)</i> | Target Date <i>(Identify your projected target date for completion of action items.)</i> | Assessment of Action Items <i>(State the method of assessment; how you plan to evaluate/assess the results of the action items.)</i> |
|------|--|--|--|
| 1    | Continue to use Aviso to target students at risk of non-completion.                                    | May 2021   | Advisees and students will be tracked for attendance and grades using Aviso software and will be contacted when necessary.           |

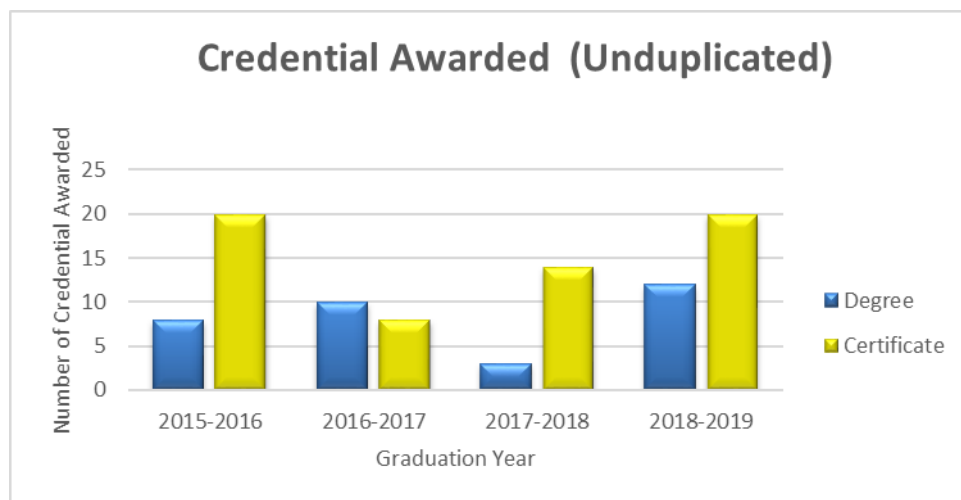
**Program Outcome #2: Completions (Graduation) (unduplicated)**

**Baseline:** 21 # (Average of three years – 2015-16; 2016-17; 2017-18)  
**Standard:** 22 #  
**Target:** 23 #

**2019-2020 Action / Strategy Items:**

| Item # | Action / Strategy Items: (Actions / strategies identified in the 2018-19 program review.)                      | Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.) |
|--------|--|--|
| 1      | Continue to identify potential graduates in certificate and AAS degree along with active advising of students. | Using Self-service to identify students for graduation and create paths to graduation in timely manners.   |

| Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring |        |         |             |       |
|--|--------|---------|-------------|-------|
| Graduation Year  | Degree | Diploma | Certificate | Total |
| 2015-2016  | 8      |         | 20          | 28    |
| 2016-2017  | 10     |         | 8           | 18    |
| 2017-2018  | 3      |         | 14          | 17    |
| 2018-2019  | 12     |         | 20          | 32    |



**Provide narrative for analysis of completion data** (Based on the data, provide a narrative of your analysis of completions. Indicate factors that may have affected your completions. How might you increase the number of completers in your program?)

The number of completers increased in the last cycle. As a new student enters the program, a timeline is formed for completion of the degree on Self Service. Students can monitor their own progress and stay

focused on the goal. Timelines are tailored to each individual student based on employment, school load, family needs, etc.

**Provide narrative for analysis of completion standard/target** *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

The new baseline is 22, the standard and target will remain the same for this cycle.

**2020-2021 Action / Strategy Items:**

*(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)*

| <b>Item</b> | <b>Action / Strategy Items</b> <i>(Identify action items as a result of your program outcome assessment.)</i>                              | <b>Target Date</b> <i>(Identify your projected target date for completion of action items.)</i> | <b>Assessment of Action Items</b> <i>(State the method of assessment; how you plan to evaluate/assess the results of the action items.)</i> |
|-------------|--|---|---|
| 1           | Continue to do pre-emptive advising by monitoring students grades each semester and using Self-Service to create timelines for graduation. | May 2021  | Use of Self Service and pre-emptive advising to monitor students grades and create program timelines for graduation                         |

**Program Outcome #3: Job Placement / Employment**

**Baseline:** 131 % (Average of three years – 2015-16; 2016-17; 2017-18 employed/more education)  
**Standard:** 135 %  
**Target:** 140 %

**2019-2020 Action / Strategy Items:**

| Item # | Action / Strategy Items: (Actions / strategies identified in the 2018-19 program review.)   | Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.) |
|--------|---|--|
| 1      | Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs. | Continue to be active on WCLDA board, WC Chamber of Commerce Ag committee, Jr. Leadership, NC Pork Council Education Committee, active advisory board conversations.   |

| Employment Demand |           |                          |  |  |         |  |
|-------------------|-----------|--------------------------|--|--|---------|--|
| Year              | Graduates | # Employed (within 1 Yr) | # Seeking More Education (within 1 Yr) | % Employed & Seeking More Education (add # employed and # seeking more education and divide by # of graduates) | Unknown | Other/Comments   |
| 2015-16           | 28        | 19                       | 5                                      | 86%  | 4       | Unknown students are from Rosewood ANS Academy                               |
| 2016-17           | 18        | 16                       | 8                                      | 133%   | 0       | The majority of our students are employed while seeking more education.      |
| 2017-18           | 17        | 15                       | 15                                     | 176%   | 0       |  |
| 2018-19           | 29        | 25                       | 17                                     | 144%   | 2       | The majority of students are employed while working towards AAS degree after |

|  |  |  |  |  |  |                         |
|--|--|--|--|--|--|-------------------------|
|  |  |  |  |  |  | completing certificate. |
|--|--|--|--|--|--|-------------------------|

**Provide narrative for analysis of job placement/employment data** *(Based on the data, provide a narrative of your analysis of job placement / employment. Indicate factors that may have affected job placement / employment. How can your program promote higher employment of students in the field?)*

Most students have employment prior to graduation. The students that continue their education usually remain at the workplace while they work on a bachelors degree. Two students have not remained in contact since obtaining their degree. However, most students do stay in contact and refer other students to the program.

**Provide narrative for analysis of job placement/employment standard/target** *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

Baseline, standard and target will remain the same.

**2020-2021 Action / Strategy Items:**

*(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)*

| <b>Item</b> | <b>Action / Strategy Items</b> <i>(Identify action items as a result of your program outcome assessment.)</i>                             | <b>Target Date</b> <i>(Identify your projected target date for completion of action items.)</i> | <b>Assessment of Action Items</b> <i>(State the method of assessment; how you plan to evaluate/assess the results of the action items.)</i> |
|-------------|---|---|---|
| 1           | Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs. | May 2021  | Work with Advisory Committee and local industry to maintain job opportunities and employment for graduates.                                 |

**Program Outcome #4: Licensure and Certification Passing Rates (if applicable) Not applicable.**

**Baseline:** N/A % (Average of three years – identify last three licensure years)  
**Standard:** N/A %  
**Target:** N/A %

**2019-2020 Action / Strategy Items:**

| Item # | Action / Strategy Items: (Actions / strategies identified in the 2018-19 program review.) | Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.) |
|--------|---|--|
| 1      | Not applicable.   |  |

**Licensure / Certification Exam – Title**

| NCCCS Report | Exam Year | # Tested | # Passed | % Passing | Index Score |
|--------------|-----------|----------|----------|-----------|-------------|
| 2016         | 2014-15   |          |          |           |             |
| 2017         | 2015-16   |          |          |           |             |
| 2018         | 2016-17   |          |          |           |             |
| 2019         | 2017-18   |          |          |           |             |

**Provide narrative for analysis of licensure / certification passing rates data** (Based on the data, provide a narrative of your analysis of licensure / certification. Are you satisfied with your program licensure rates? State any changes you plan to address for licensure/certification passing rates.)

Not applicable.

**Provide narrative for analysis of licensure / certification passing rates standard/target** (As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)

Not applicable.

**2020-2021 Action / Strategy Items:**

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

| Item | Action / Strategy Items (Identify action items as a result of your program outcome assessment.) | Target Date (Identify your projected target date for completion of action items.) | Assessment of Action Items (State the method of assessment; how you plan to evaluate/assess the results of the action items.) |
|------|---|---|---|
| 1    | Not applicable.   |   |   |

**Program Outcome #5: Third-Party Credentials (if applicable) Not applicable.**

**Baseline:** N/A # (Average of three years – 2015-16; 2016-17; 2017-18)

**Standard:** N/A #

**Target:** N/A #

**2019-2020 Action / Strategy Items:**

| Item # | Action / Strategy Items: (Actions / strategies identified in the 2018-19 program review.) | Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.) |
|--------|---|--|
| 1      | Not applicable.   |  |

**Third-Party Credentials**

| Academic Year<br>Fall, Spring, Summer | Credentials for Program of Study | # Tested<br>(duplicated) | # Passed |
|---------------------------------------|----------------------------------|--------------------------|----------|
| 2015-2016                             |                                  |                          |          |
| 2016-2017                             |                                  |                          |          |
| 2017-2018                             |                                  |                          |          |
| 2018-2019                             |                                  |                          |          |

**Provide narrative for analysis of third-party credentials data** (Based on the data, provide a narrative of your analysis of third-party credentials. Are there other industry-recognized credentials that need to be addressed for the program of study? What are other means to promote program third-party credentials.)

Not applicable.

**Provide narrative for analysis of third-party credentials standard/target** (As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)

Not applicable.

**2020-2021 Action / Strategy Items:**

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

| Item | Action / Strategy Items (Identify action items as a result of your program outcome assessment.) | Target Date (Identify your projected target date for completion of action items.) | Assessment of Action Items (State the method of assessment; how you plan to evaluate/assess the results of the action items.) |
|------|---|---|---|
| 1    | Not applicable.   |   |   |



**Program Outcome #6: Other Assessment (if applicable)**

**2019-2020 Action / Strategy Items:**

| <b>Item #</b> | <b>Action / Strategy Items:</b> <i>(Actions / strategies identified in the 2018-19 program review.)</i> | <b>Results / Use of Results:</b> <i>(Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.)</i> |
|---------------|---|--|
| 1             | Not applicable.   |  |

**2020-2021 Action / Strategy Items:**

*(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)*

| <b>Item</b> | <b>Action / Strategy Items</b> <i>(Identify action items as a result of your program outcome assessment.)</i> | <b>Target Date</b> <i>(Identify your projected target date for completion of action items.)</i> | <b>Assessment of Action Items</b> <i>(State the method of assessment; how you plan to evaluate/assess the results of the action items.)</i> |
|-------------|---|---|---|
| 1           | Not applicable.   |   |   |
| 2           |   |   |   |