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OFFICE OF SVP Academic & Student Affairs  
ACADEMIC AND Office of Institutional Effectiveness  
STUDENT AFFAIRS

MEMORANDUM

Date: January 9, 2020

To: Deans  
Associate Deans

Via: Senior Vice President for Academic and Student Affairs  
Anita Borja Enriquez, D.B.A.

From: Assistant Vice President for Institutional Effectiveness

Subject: *Reflecting Student Learning Outcomes in Syllabi; Findings from the Fanuchānan 2019 Sampling*

**Background.** In 2009 WSCUC recommended to UOG that course syllabi should include course and program learning outcomes to indicate how achievement of these will be measured, and to document learning results and student achievement over time program-by-program<sup>1</sup> (CFR 2.3, 2.4, 2.6).

Since 2014 Fanuchānan on an annual basis, randomly selected samplings of syllabi were identified from each college and school to assess if course student learning outcomes (SLOs) were stated, including specifying alignment to program learning outcomes (PLOs), and the University’s institutional learning outcomes (ILOs).

For Fanuchānan 2019, a random sampling of 10% of the undergraduate and graduate course sections was taken from each of the colleges, schools, and EMSS, yielding an initial sample size of N=78. Per the Senior Vice President’s suggestion from the 2016 Fanuchānan sampling, instructors who did not submit their syllabi are selected once again, thus bringing the sampling size up to N=79. The final sample size then decreased to N=77 due to 2 cancelled courses.

**Findings.** The submission rate was 95% (73 syllabi submitted) from the requested sampling of 77 course sections. This rate is lower than both last Fanuchānan’s sampling (98%) and our initial 2014 Fanuchānan sampling (97%).

Of the 73 syllabi reviewed, 95% stated SLOs. 93% stated PLOs; Courses that are not part of a major program were not included in this statistic (ie. CT 101, MA 110). Lastly, 89% stated ILOs, an eight-percentage point increase from the previous semester. Overall, more learning outcomes were stated in course syllabi than last year.

100% of the samples utilized a list (21%), matrix (47%) or a both lists and matrices (32%) to align learning outcomes. 65% of syllabi in this semester’s collection specified their assessment methods as part of their learning outcomes matrix or aligned their assessment methods with their course calendar/assignment calendar.

A few of the samples embedded hyperlinks for reflecting student learning outcomes, program learning outcomes and institutional learning outcomes in addition to the listed outcomes in the syllabi. Hyperlinks are not required, however if a college or school does not have a prescribed format (e.g. matrix, bullet list, parentheses, narrative) for stating SLOs/PLOs/ILOs in syllabi, faculty may want to consider using hyperlinks if page length is an issue and to promote the UOG Green initiative.



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Attached is a summary table of these findings.

**Recommendations.**

As per the concerns addressed in the 2017 sampling, cross-listed courses continue to be entered only once, and labs were removed from sampling to ensure a fair selection.

When reviewing syllabi, my office took note if General Education Courses state general education learning outcomes (GLOs) in addition to the Course SLOs and ILOs. Beginning Fall 2020, we will include this statistic in our findings.

Approved  Disapproved \_\_\_\_\_ SVP Initial

The Office of Institutional Effectiveness will continue to sample syllabi on an annual basis to report on compliance. It is clear that these reviews demonstrate an increase in compliance, though still not 100%.

If you have any questions or comments, please let me know.

CC: AVP, Academic Excellence

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<sup>i</sup> This was a major recommendation (A.1) in the WSCUC Visiting Team report in April 2009 which was endorsed by the WAS commission in June 2009.

**2019 Fanuchanan Syllabi Sampling**

Total course sections in original 10% of course section sampling:	78		
Number of sections in original sampling canceled due to no enrollment:		2	
Number of course sections required to re-submit due to non-compliance during previous semester:	1		
Total course sections in revised/net sampling:	77		
Total number of syllabi submitted:	73	95%	[CLASS:29 CNAS:15 SOE:6 SBPA:15 SOH:5 SENG:1 EMSS:2]
Number of sections in sampling that did not submit:	4	5%	[CLASS:3 SOE:1]
<i>submission rate for 2018 Fanuchanan sampling was 98%</i>			
Number of syllabi from full-time faculty:	45	62%	[CLASS:23 CNAS:9 SOE:3 SBPA:9 SENG:1]
Number of syllabi from adjunct faculty:	26	36%	[CLASS:6 CNAS:6 SOE:3 SBPA:6 SOH:3 EMSS:2]
Number of syllabi from multi-assigned faculty (team teaching):	2	3%	[SOH:2]

**Findings:**

Number of Syllabi with SLOs reflected:	69	95%	[CLASS:28 CNAS:14 SOE:6 SBPA:13 SENG:1 SOH:5 EMSS:2]
Number of Syllabi with SLOs not reflected:	4	5%	[CLASS:1 CNAS:1 SBPA:2]

*one (1) percentage point increase in SLOs reflected as compared to the 2018 Fanuchanan sampling*

Number of Syllabi with PLOs reflected*:	63	93%	[CLASS:25 CNAS:11 SOE:6 SBPA:14 SENG:1 SOH:4 EMSS:2]
Number of Syllabi with PLOs not reflected:	5	7%	[CNAS:3 SBPA:1 SOH:1]

*three (3) percentage points increase in PLOs reflected as compared to the 2018 Fanuchanan sampling*

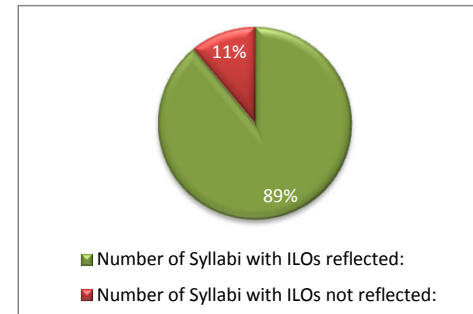
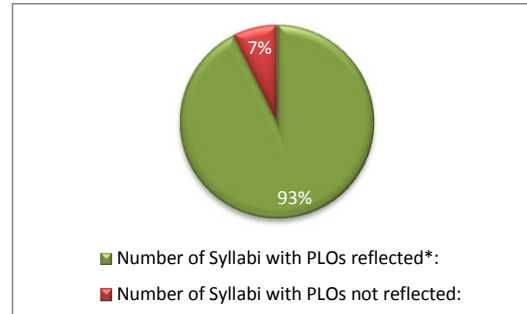
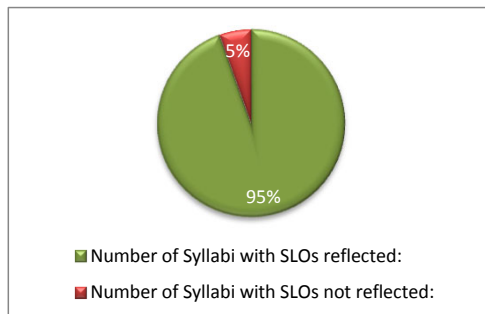
Number of Syllabi with ILOs reflected:	65	89%	[CLASS:29 CNAS:13 SOE:5 SBPA:11 SENG:1 SOH:4 EMSS:2]
Number of Syllabi with ILOs not reflected:	8	11%	[CNAS:2 SOE:1 SBPA:4 SOH:1]

*eight (8) percentage points increase in ILOs reflected as compared to the 2018 Fanuchanan sampling*

\*Percentage does not factor courses which do not belong to a program (ie. MA 110, CT 101)

Similar to last Fanuchanan, most of the samples utilized a bullet matrix or list format to reflect learning outcomes.

Many who used the matrix format also specified their assessment methods.



Term	Acad Level	COLLEGE/ SCHOOL	Section Name	Short Title	Active Student Count	RANDOM SAMPLE SELECTION	SUBMITTED?	Faculty	Course SLOs specified	PLOs Specified	ILOs Specified	GLOs Specified	Format	Comment
19/FA	UG	CLASS	AN-101-01	Introduction To Anthropology	33	Y	Y	Jeffery, William	Y	Y	Y	Y	Matrix	Assessment Methods Specified
19/FA	UG	CLASS	AN-344-01	Aging: Myth And Realities	10	Y	Y	Cabrera, Debra Marie	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	AR-101-01	Introduction To Art	40	Y	Y	Rifkowitz, Lewis	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	AR-101-02	Introduction To Art	40	Y	Y	Yamashita, Velma	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	CI-101-01	Elementary Chinese (Mandarin) I	14	Y	N	Chen, Estella						
19/FA	UG	CLASS	CO-106-02	Introduction To Mass Communication	1	Y	Course Cancelled	Anderson, Raymond						
19/FA	UG	CLASS	CO-210-06	Fundamentals Of Communication	26	Y	Y	Ananich, Hope	Y	Y	Y	Y	Matrix	Assessment Methods Specified
19/FA	UG	CLASS	CO-210-07	Fundamentals Of Communication	24	Y	Y	Fine, Hunter	Y	Y	Y	Y	Matrix	
19/FA	UG	CLASS	CO-327-01	Advertising In The Mass Media	13	Y	Y	Anderson, Raymond	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	CT-101-01	Critical Thinking	35	Y	Y	Jacala-Whalen, Barbara Gail	Y	n/a	Y	Y	Matrix	Assessment Methods Specified
19/FA	UG	CLASS	CT-101-03	Critical Thinking	35	Y	Y	Zautra, Nicholas	Y	n/a	Y	Y	Matrix and List	Assessment Methods Specified. Includdd list of UOG ILOs
19/FA	UG	CLASS	EN-110-08	Freshman Composition	18	Y	Y	Simpson-Warner, Carol	Y	Y	Y	Y	Matrix	Assessment Methods Specified in Assignment Descriptions
19/FA	UG	CLASS	EN-110-11	Freshman Composition	18	Y	Y	Cruz, Jose	Y	Y	Y	Y	Matrix	Assessment Methods Specified in Assignment Descriptions
19/FA	UG	CLASS	EN-110-15	Freshman Composition	18	Y	Y	Pereda, John Vincent	Y	Y	Y	Y	Matrix	Assessment Methods Specified in Course Calendar
19/FA	UG	CLASS	EN-110-24	Freshman Composition	18	Y	Y	Camacho, Royce Kinikki	Y	Y	Y	Y	Matrix	Assessment Methods Specified in Course Calendar
19/FA	UG	CLASS	EN-111-02	Writing For Research	20	Y	Y	Ragan, Samantha	Y	n/a	Y	Y	Matrix	Assessment Methods Specified in Assignment Descriptions
19/FA	UG	CLASS	EN-111-17	Writing For Research	20	Y	Y	Gugin, Tin Mar Lar Lwin	Y	Y	Y	Y	Matrix	
19/FA	UG	CLASS	EN-111-18	Writing For Research	8	Y	Y	Rutun, Elizabeth	Y	Y	Y	Y	Matrix	Assessment Methods Specified in Assignment Descriptions
19/FA	UG	CLASS	EN-210-06	Introduction To Literature	18	Y	Y	Flores, Evelyn	Y	Y	Y	Y	Matrix and List	Also included WASC 5 Core Competencies
19/FA	UG	CLASS	EN-316-01	Professional Writing	16	Y	Y	Sant, Andrea	Y	Y	Y		Matrix	
19/FA	GR	CLASS	EN-501-01	Graduate Research & Documentation	1	Y	Course Cancelled	Sant, Andrea						
19/FA	GR	CLASS	EN-620-01	Graduate Writing Seminar	5	Y	N	Schreiner, Christopher						
19/FA	UG	CLASS	HI-121-02	World History I	24	Y	Y	Rasmussen, Svetlana	N	Y	Y		List	
19/FA	UG	CLASS	HI-122-01	World History II	6	Y	Y	Clement, Michael	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CLASS	JA-101-03	Elementary Japanese I	20	Y	Y	Kang, Toyoko	Y	Y	Y		Matrix and List	
19/FA	UG	CLASS	JA-102-01	Elementary Japanese II	14	Y	Y	Kai, Masumi	Y	Y	Y		Matrix	
19/FA	UG	CLASS	KO-101-01	Elementary Korean I	18	Y	Y	Lee, Eonsil	Y	n/a	Y	Y	Matrix	Assessment Methods Specified in Course Assignments Section
19/FA	UG	CLASS	LN-460-01	Introduction To Sociolinguistics	11	Y	Y	Quan, Clarisa	Y	Y	Y	Y	Lists	Assessment Methods Specified. PLO, ILO, and GLO are in one column.
19/FA	GR	CLASS	LN-560-01	Introduction To Sociolinguistics	4	Y	Y	Quan, Clarisa	Y	Y	Y	Y	Lists	Assessment Methods Specified. PLO, ILO, and GLO are in one column.

19/FA	UG	CLASS	PS-202-01	Government In The United States	25	Y	Y	Cruz, Mary	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	PS-403-01	United States Foreign Policy	7	Y	Y	Kuper, Kenneth	Y	Y	Y		Matrix	
19/FA	UG	CLASS	PS-492-01	Capstone In Political Science	1	Y	Y	Kuper, Kenneth	Y	Y	Y		Matrix	Assessment Methods Specified
19/FA	UG	CLASS	PY-100-05	Personal Adjustment	7	Y	Y	Santos, Andrea	Y	Y	Y		List	
19/FA	UG	CLASS	TA-102-01	Conversational Tagalog II	15	Y	N	Angel, Felicitas						
19/FA	UG	CNAS	BI-321-02	Scientific Arguments	16	Y	Y	Xiao, Wei	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	CH-311-03	Basic Laboratory Techniques In Organic Chemistry	20	Y	Y	Suleman, Naushadalli	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	CH-330-01	Quantitative Analysis	18	Y	Y	Vuki, Maika	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	CH-491-02	Chemistry Seminar	2	Y	Y	Bezabeh, Tedros	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	CS-303-01	Data Structures And Algorithm Analysis	13	Y	Y	Lee, Byoungyong	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	CS-305-01	Assembly Language And Computer Organization	10	Y	Y	Zou, Yousuo	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	GR	CNAS	EV-507-01	Advanced Statistical Methods	4	Y	Y	Kerr, Alexander	Y	N	N		List	
19/FA	UG	CNAS	MA-085A-06	Fundamentals Of Mathematics	20	Y	Y	Datugan, Nathan John	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	MA-085B-09	Fundamentals Of Mathematics	20	Y	Y	Pangelinan Iii, James	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	MA-110-01	Basic Mathematical Applications	25	Y	Y	Mercado, Charlotte	Y	n/a	Y	Y	Matrix and List	Assessment Method Specified
19/FA	UG	CNAS	MA-115-05	Introductory College Algebra	25	Y	Y	Palacios, John Lawrence	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	MA-115-08	Introductory College Algebra	25	Y	Y	Nagahashi, Hideo	Y	Y	Y		Matrix and List	Assessment Methods Specified
19/FA	UG	CNAS	MA-302-01	Foundations Of Higher Mathematics	15	Y	Y	Takenouchi, Yoshifumi	N	N	N			
19/FA	UG	CNAS	MSL-101-04	Introduction To The Army And Critical Thinking	6	Y	Y	Vu, Thomas	Y	N	Y		List	Assessment Methods Specified
19/FA	UG	CNAS	PH-210-03	Introductory Physics Laboratory	21	Y	Y	Yoon, Joo Chul	Y	Y	Y		Matrix	
19/FA	UG	EMSS	FY-101-06	First Year Seminar	25	Y	Y	Borja-Quichocho-Calvo, Kisha	Y	Y	Y		Matrix	Assessment Method Specified
19/FA	UG	EMSS	FY-101-18	First Year Seminar	15	Y	Y	Sudo, Joann	Y	Y	Y		Matrix	Assessment Method Specified
19/FA	UG	SBPA	BA-131-02	Introduction To Information Management Management	19	Y	Y	Law, Wai	Y	Y	Y		Matrix	
19/FA	UG	SBPA	BA-220-03	Basic Business Finance	23	Y	Y	Perez, Valentino	Y	Y	Y		List	
19/FA	UG	SBPA	BA-260-02	Fundamentals Of Marketing	25	Y	Y	Castro, Tito	N	Y	Y		List	
19/FA	UG	SBPA	BA-304-01	Income Taxation	9	Y	Y	Suez-Sales, Martha	Y	Y	Y		Matrix and List	Assessment Methods Specified. Also included AICPA Core Competencies. *Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-307-01	International Accounting	9	Y	Y	Katigbak, Jason	Y	Y	N		List	*Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-310-02	Applied Statistics For Business Decision	22	Y	Y	Hiles, Gary	Y	N	N		List	*Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-347-01	Leadership And Collaboration In Organizations And Society	11	Y	Y	Valentine, Albert	Y	Y	Y		Matrix	
19/FA	UG	SBPA	BA-361-01	Consumer Behavior	22	Y	Y	Rhodes, Mary Jane	Y	Y	Y		List	*Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-410-01	Managerial Economics	23	Y	Y	Jones, Roseann	Y	Y	Y		List and Matrix	*Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-443-01	Compensation, Benefits And Performance Evaluation	7	Y	Y	Leon Guerrero, Daphne May	Y	Y	Y		Matrix	Assessment Methods Specified. *Fatal Error Poliy assesses Effective Written Communication Skills

19/FA	UG	SBPA	BA-453-01	Tourism Policy, Planning And Development	19	Y	Y	Schumann, Fred	Y	Y	Y	List	*Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	BA-480-02	Business Strategy And Policy	25	Y	Y	Cortez, Jaime	N	Y	N	List	Assessment Methods Specified for PLOs.
19/FA	UG	SBPA	LW-311-01	Correctional Security Management And Administration	24	Y	Y	Aguon, Antone	Y	Y	N	List	Uses "Goals and Expectations" rather than "outcomes". *Fatal Error Poliy assesses Effective Written Communication Skills
19/FA	UG	SBPA	PA-420-01	Public Finance & Fiscal Policy	20	Y	Y	Quenga, Jesse	Y	Y	Y	Matrix and List	Assessment Methods Specified for PLOs.
19/FA	GR	SBPA	PA-530-02	Public Personnel, Disciplinary, And Performance Management	17	Y	Y	Aguon, Ron	Y	Y	Y	Matrix and List	Assessment Methods Specified for PLOs.
19/FA	UG	SENG	CEE-301-01	Structural Analysis	10	Y	Y	Hong, Pyoyoon	Y	Y	Y	Matrix and List	Assessment Method Specified
19/FA	UG	SOE	ED-271-01	Technology Applications For Educators	18	Y	Y	Cyrus, Jacquelyn	Y	Y	N	Matrix	SOE's PLOs = INTASC. Uses UOG's Conceptual Framework (no UOG ILOs). Assessment Methods Specified in Matrix as well as in rubrics for assigned projects
19/FA	UG	SOE	ED-300-02	Educational Psychology	15	Y	Y	Sablan, Velma	Y	Y	Y	Matrix	SOE's PLOs = INTASC. Instructor included links for students for further explanation on SOE conceptual framework, SLOs from INTASC and Guam Teacher Professional Standards
19/FA	UG	SOE	ED-354-01	Science Methods: Elementary	19	Y	Y	Green, Jackysha	Y	Y	Y	Matrix and List	SOE's PLOs=INTASC. Also includes ACEI, Soe conceptual Framework, INTASC, and GTP standards.
19/FA	GR	SOE	ED-601-41	Introduction To Research Methods	14	Y	Y	Inoue-Smith, Yukiko	Y	Y	Y	List and Matrix	SOE's PLOs=INTASC. Assessment Method Specified. Also includes SOE Conceptual Framework, Institutional Graduate Learning Outcomes, INTASC, and National Board for Professional Teaching Standards (NBPTS)
19/FA	GR	SOE	ED-621-01	The Counseling Process: Individual Practice	17	Y	Y	Baza, Lisa	Y	Y	Y	Matrix	CACREP = PLOs. Also includes SOE Conceptual Framework.
19/FA	GR	SOE	ED-678-02	Organization And Administration Of School Counseling Programs	9	Y	N	Guerrero, Leilani					
19/FA	UG	SOE	PE-117-01	Folk, Square, And Social Dance	6	Y	Y	White, Jill	Y	Y	Y	Matrix and List	Assessment Methods Specified. Also includes SHAPE America Standards, INTASC Standards (as PLOs), SOE Conceptual Elements, and Guam Department of Education Objectives.
19/FA	UG	SOH	HS-200-05	Health And Wellness	20	Y	Y	Sablan, Matthew	Y	Y	Y	Matrix	Assessment method specified
19/FA	UG	SOH	HS-322-01	Kinesiology	19	Y	Y	Claros, Ryan	Y	N	N	List	
19/FA	UG	SOH	NU-112-01	Medical Terminology	34	Y	Y	Wood, Harold	Y	Y	Y	Matrix	Assessment method specified, included benchmarks for outcomes
19/FA	UG	SOH	NU-303B-01	Adult Health Practicum I	10	Y	Y	Turner, Jennifer	Y	Y	Y	Matrix	Assessment method specified, included benchmarks for outcomes
19/FA	UG	SOH	NU-409-03	Psychiatric Nursing Practicum	6	Y	Y	Mendez, Ana Joy	Y	Y	Y	Matrix	Assessment method specified, included benchmarks for outcomes

Row Color Legend

- Course is not part of a major program
- Syllabus not submitted
- Syllabus not submitted two years in a row