Mission / Purpose

The Education Administration doctoral program prepares individuals intending to build academic or administrative careers in the areas of school, college, or university leadership and administration. The school leadership concentration in Education Administration integrates theory and practice in the development of scholars of leadership, research and teaching who aspire to broaden the body of knowledge and thereby inform K-12 educational policy and practice. The higher education concentration integrates theory and research in order to develop scholars of administration, research and teaching who aspire to broaden our understanding of higher education.

Student Learning Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Research project
All graduates will complete a research project of publishable quality by graduation as judged by a jury of faculty members.

Related Measures

M 1: Dissertation
Dissertation
Source of Evidence: Senior thesis or culminating major project

Target:
100% of graduates will complete the dissertation.

Finding (2013-14) - Target: Met
Between April 2013 and November 2013, 4 EDAD PhD students successfully completed their dissertation defenses out of a total of four defenses attempted. This goal has been met, with an 100% pass rate. Student Pass/Fail Date Goal 1 PASS 4/22/13 PASS 2 PASS 10/31/13 PASS 3 PASS 4 PASS 4/1/2013 PASS
Between November 2013 and April 2014, 2 EDAD PhD students successfully completed their dissertation defenses out of a total of two defenses attempted. This goal has been met, with an 100% pass rate. Student Pass/Fail Date Goal 5 PASS 4/8/2014 PASS 6 PASS 3/25/2014 PASS

Related Action Plans (by Established cycle, then alpha):

target met... look for increasing number

Of the four students who scheduled dissertation defenses between April and November 2013, all four successfully completed. While this is a strong 100% goal attainment rate, this number is relatively small compared to the nearly 70 students in the PhD program. We would like to look for an increase in this number. While this is due somewhat to the fact that 2 of 3 program faculty from Spring 2013 left the university With the addition of a new faculty member in the Fall 2013, and a second tenure-track faculty member expected to begin in Fall 2014, an increased number of PhD graduates should be attainable.

Established in Cycle: 2013-14
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Dissertation | Outcome/Objective: Research project

Implementation Description: Spring 2014 meeting to identify candidates likely to complete by November 2014 with sufficient support

Responsible Person/Group: Brian Beabout, Christopher Broadhurst

SLO 2: General Examination
All students will demonstrate a specialized knowledge of the scholarship in the area of school leadership or higher education administration by passing a jury judged General Examination prior to graduation.

Related Measures

M 2: General Exam Report
General Exam Report (rated by three faculty members)
Source of Evidence: Academic direct measure of learning - other

Target:
85% of students will pass the General Examination on its first administration.

Finding (2013-14) - Target: Not Met
From May 2013 through December 2013, 4 PhD students took their general exams. All four passed, giving the program a 100% attainment rate for this goal. This exceeds the 85% goal set as our benchmark. Student Test Date PASS/Fail 1 5/31/13 PASS 2 11/25/13 PASS 3 11/24/13 PASS 4 12/23/13 PASS 5 1/5/14 PASS 6 3/25/14 PASS 7 3/17/14 PASS 8 3/31/14 PASS 9 5/5/14 FAIL 10 4/02/14 FAIL 11 3/10/14 FAIL

Related Action Plans (by Established cycle, then alpha):

Faculty re-visit general exam directions
Only 4 of 7 general exam takes (57%) in Spring 2014 and 8 of 11 (72%) for the academic year passed their general exams. While the reasons varied, the faculty proposes to hold a retreat during September 2014 to revisit a number of program documents, including the general exam purpose and directions. We will give the exam with this revised documentation in fall 2014 and re-assess student progress in January 2015.

Established in Cycle: 2013-14
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: General Exam Report | Outcome/Objective: General Examination

Implementation Description: Meeting with EDAD faculty in Fall 2014 to review general exam documentation for clarity and alignment with faculty expectations
Projected Completion Date: 01/2015
Responsible Person/Group: Brian Beabout, Graduate Coordinator

Outcome met, continue monitoring
With 100% (4/4) students passing their general exam, we met this target. Given the large size of the program, however, we would like to see more students taking their generals. With the addition of a new faculty member in Fall 2013 and plans for another in Fall 2014, we will anticipate keeping our passage rate above 85% while seeing 6-8 students take the exam.

Established in Cycle: 2013-14
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: General Exam Report | Outcome/Objective: General Examination

Implementation Description: Monitor students in PhD seminar 1 & 2 courses and ensure all students have taken general exam prior to the end of seminar 2.
Projected Completion Date: 05/2014
Responsible Person/Group: Brian Beabout

SLO 3: Analyze, evaluate, and take a position
Students will demonstrate the ability to analyze, evaluate, and take a position on a current issue of practice in the field of school leadership or higher education administration.

Related Measures

M 3: Qualifying Examination Report
Qualifying Examination Report (rated by three faculty members)

Source of Evidence: Academic direct measure of learning - other

Target: 75% of students will pass the Qualifying Examination on its first administration.

Finding (2013-14) - Target: Not Met
That Fall 2013 Qualifying Examination was administered to 8 students on October 19th. 5 students passed and 3 students failed this exam and were scheduled a re-take in Spring 2014. This is a passage rate of 62.5% passage rate. This goal was not met. Student Score Target 1 PASS PASS 2 FAIL PASS 3 FAIL PASS 4 PASS PASS 5 PASS PASS 6 PASS PASS 7 PASS PASS 8 FAIL PASS (p.s.- upon re-takes, 2 students passed and 1 student failed again, resulting in a dismissal proceeding) .......................................................................................... The Spring 2013 Qualifying Exam was administered to 5 students on April 12, 2014. 4 students passed and 2 students failed this exam and is scheduling a re-take for summer 2014. This is a passage rate of 80% for the spring semester and 69% for the academic year. This goal was not met. Student Score Target 9 FAIL PASS 10 PASS PASS 11 PASS PASS 12 PASS PASS 13 PASS PASS

Related Action Plans (by Established cycle, then alpha):

Change exam information from email to in-person
Historically, information about this exam (expectations, date, administration procedures, etc.) has been delivered to students electronically at the beginning of the semester, at least 4 weeks before they take the exam. In order to ensure student comprehension of exam guidelines, we will require attendance at a pre-exam meeting scheduled approximately 2-weeks prior to the exam date to communicate this information and answer questions.

Established in Cycle: 2013-14
Implementation Status: Planned
Priority: Hgh

Relationships (Measure | Outcome/Objective):
Measure: Qualifying Examination Report | Outcome/Objective: Analyze, evaluate, and take a position

Implementation Description: Schedule 20 minute meeting with all qualifying exam takers two weeks prior to SP14 exam.
Projected Completion Date: 05/2014
Responsible Person/Group: Brian Beabout / Chris Broadhurst

Examine student transcripts for 2 core courses
As the qualifying exam is intended to assess student abilities to apply theories form our doctoral core courses to a novel situation presented in the exam, completion of a certain number of core courses is important. Faculty will review the transcripts of all qualifying exam candidates and for people who have successfully completed 0 or 1 core courses, the student will be asked to delay their exam one semester until 2 courses are complete.

Established in Cycle: 2013-14
Implementation Status: Planned
**Details of Action Plans for This Cycle (by Established cycle, then alpha)**

**Change exam information from email to in-person**
Historically, information about this exam (expectations, date, administration procedures, etc.) has been delivered to students electronically at the beginning of the semester, at least 4 weeks before they take the exam. In order to ensure student comprehension of exam guidelines, we will require attendance at a pre-exam meeting scheduled approximately 2-weeks prior to the exam date to communicate this information and answer questions.

*Established in Cycle:* 2013-14  
*Implementation Status:* Planned  
*Priority:* High

**Relationships (Measure | Outcome/Objective):**  
*Measure:* Qualifying Examination Report  
*Outcome/Objective:* Analyze, evaluate, and take a position

**Implementation Description:** Schedule 20 minute meeting with all qualifying exam takers two weeks prior to SP14 exam.  
*Projected Completion Date:* 05/2014  
*Responsible Person/Group:* Brian Beabout / Chris Broadhurst

**Examine student transcripts for 2 core courses**
As the qualifying exam is intended to assess student abilities to apply theories from our doctoral core courses to a novel situation presented in the exam, completion of a certain number of core courses is important. Faculty will review the transcripts of all qualifying exam candidates and for people who have successfully completed 0 or 1 core courses, the student will be asked to delay their exam one semester until 2 courses are complete.

*Established in Cycle:* 2013-14  
*Implementation Status:* Planned  
*Priority:* Medium

**Relationships (Measure | Outcome/Objective):**  
*Measure:* Qualifying Examination Report  
*Outcome/Objective:* Analyze, evaluate, and take a position

**Implementation Description:** Review transcripts of all qualifying exam candidate transcripts and ask students with only 1 successfully completed (B or higher) core course to delay taking their exam 1 semester.  
*Projected Completion Date:* 09/2014  
*Responsible Person/Group:* Brian Beabout, Graduate Coordinator

**Faculty re-visit general exam directions**
Only 4 of 7 general exam takers (57%) in Spring 2014 and 8 of 11 (72%) for the academic year passed their general exams. While the reasons varied, the faculty proposes to hold a retreat during September 2014 to revisit a number of program documents, including the general exam purpose and directions. We will give the exam with this revised documentation in fall 2014 and re-assess student progress in January 2015.

*Established in Cycle:* 2013-14  
*Implementation Status:* Planned  
*Priority:* High

**Relationships (Measure | Outcome/Objective):**  
*Measure:* General Exam Report  
*Outcome/Objective:* General Examination

**Implementation Description:** Meeting with EDAD faculty in Fall 2014 to review general exam documentation for clarity and alignment with faculty expectations  
*Projected Completion Date:* 01/2015  
*Responsible Person/Group:* Brian Beabout, Graduate Coordinator

**outcome met, continue monitoring**
With 100% (4/4) students passing their general exam, we met this target. Given the large size of the program, however, we would like to see more students taking their generals. With the addition of a new faculty member in Fall 2013 and plans for another in Fall 2014, we will anticipate keeping our passage rate above 85% while seeing 6-8 students take the exam.

*Established in Cycle:* 2013-14  
*Implementation Status:* Planned  
*Priority:* High

**Relationships (Measure | Outcome/Objective):**  
*Measure:* General Exam Report  
*Outcome/Objective:* General Examination

**Implementation Description:** Monitor students in PhD seminar 1 & 2 courses and ensure all students have taken general exam prior to the end of seminar 2.  
*Projected Completion Date:* 05/2014  
*Responsible Person/Group:* Brian Beabout

**target met... look for increasing number**
Of the four students who scheduled dissertation defenses between April and November 2013, all four successfully completed. While this is a strong 100% goal attainment rate, this number is relatively small compared to the nearly 70 students in the PhD program. We would like to look for an increase in this number. While this is due somewhat to the fact that 2 of 3 program faculty from Spring 2013 left the university With the addition of a new faculty member in the Fall 2013, and a second tenure-track faculty member expected to begin in Fall 2014, an increased number of PhD
graduates should be attainable.

**Established in Cycle:** 2013-14  
**Implementation Status:** Planned  
**Priority:** High

**Relationships (Measure | Outcome/Objective):**  
*Measure:* Dissertation  
*Outcome/Objective:* Research project

**Implementation Description:** Spring 2014 meeting to identify candidates likely to complete by November 2014 with sufficient support.

**Responsible Person/Group:** Brian Beabout, Christopher Broadhurst