

## RIGHE Outcomes Assessment Reporting

**Department:** Military Science and Leadership (Army ROTC)

**Degree:** minor in Military Science and Leadership

**Chair:** LTC Paul H. Yager

**Assessment Cycle:** Fall 2007 – Spring 2008

**1. Learning Outcome:** Students completing a minor in Military Science and Leadership will be commissioned 2<sup>nd</sup> Lieutenants in the United States Army. They will be able to:

- a. embody the Traditions, Customs, and Courtesies of the Army
- b. apply the Principles of War to Offensive, Defensive, and Stability and Support Operations.
- c. Analyze the impact of cultural factors on Army Operations.
- d. Plan, execute, and assess training to maintain Unit readiness.
- e. Understand the Force structure of the Modern Army.
- f. Identify Army Resources available for Officer, Soldier, and Family Support.

**2. Performance Criteria:** By completing the minor in Military Science and Leadership, the student will be well versed in all aspects of leadership, personal development, values and ethics, officership, and tactics and techniques. These skills, knowledge areas, and attitudes will allow the graduate to become a professional Army Officer.

**3. Strategy for Teaching:** Students will gain their experience through in class lectures, group discussion, oral presentations, and field training exercises or FTXs (MSL 101, MSL 102, MSL 201, MSL 202, MSL 301, MSL 302, MSL 401, MSL 402) and realistic training sponsored by the United States Army (Warrior Forge, a 5 week leadership training and evaluation event) and in some situations (MSL 300, Leadership Training Internship). All classes and U.S. Army sponsored training feature written exams, texts, team building and leadership exercises, physical fitness training, and weapons training focusing on preparing the student for their first assignment as a U.S. Army officer.



**4. Program-level Assessment Method (s):** Students have several assessments of their progress while pursuing the minor in Military Science and Leadership. Students are evaluated by their instructors via written and oral exams to test their content knowledge. Students also receive systematic, expert (US Army Officers and Non-Commissioned Officers), and peer evaluations and feedback on their performance on a wide variety of tasks in the program through the Leadership Development Program (LDP). Students are also evaluated by US Army Officers and Non-Commissioned Officers at Warrior Forge and in some situations MSL 300, Leadership Training Internship.

**5. Expected Level of Achievement:** We expect that 100% of all graduates from the Military Science program will attain an undergraduate mastery level of the field. We expect that students will be prepared to excel at their first military assignment as a US Army 2<sup>nd</sup> Lieutenant; they will be able to serve as leaders, counselors, strategists, and motivators in environments and situations that are constantly changing. They will be able to practice the art and science of warfare as confident, competent, and adaptive leaders effectively leading small units and to evolve over time into the U.S. Army's future senior leaders. Specifically, students must achieve a 2.0 grade point average both overall and in MSL course work. Students must also successfully complete Warrior Forge, and complete a 3 credit hour Military History course.

**6. Actual Achievement Evidence:** All newly commissioned U.S. Army 2<sup>nd</sup> Lieutenants either met or exceeded the achievement criteria described in # 5 above.

**7. Analysis and Interpretation:** Our department conducts routine After Action Reviews (AARs) after each training event. We have found that students in general are achieving the expected level of expertise of the learning outcomes. In a continuing effort to improve our program, we are working on ways in which to 1) increase leadership roles and experiences



for junior and senior students, 2) generate even more and realistic training opportunities, beyond the classroom, setting the stage for active learning opportunities (i.e. dynamic leadership labs outside the classroom, even more realistic weekend field training, etc.).

**8. Actions:** The recommendation regarding this specific outcome was to increase leadership roles and opportunities for junior and senior students and to continue working towards even more realistic training opportunities beyond the classroom. As a result, the chair of the department has approved a Spring 2007 training calendar featuring 6 leadership labs beyond the classroom (Mondays 6 PM – 8 PM) and 4 extended weekend leadership labs. The results of this plan will be measured in this coming year's assessment cycle.

**9. Timeline for Reassessment of Student Learning:** The Program outcomes identified in part 1 a-f above will each be examined via Department Chair counseling and 1 year survey assessments. Here is the timeline:

- a) April 2007: Department Chair will review each Program outcome with each senior student via an intensive "in-class" counseling session and determine whether or not the student has achieved the appropriate level of success for each Program outcome.
- b) April 2008: Department Chair will sample via a 1 year survey assessment a certain % of Cadets (who are now 2LTs in the U.S. Army) on our success as a Program in teaching the Program outcomes outlined in 1 a-f above.

Information generated from these counseling sessions and 1 year survey assessments will be used to further strengthen our teaching methods.