Program Plan and Findings: Four Column Layout

Program (AG) - AFS - Animal Science (BSAG) - 018

Program Mission Statement: Building on its tradition of excellence, the Department of Animal Science discovers, develops and disseminates scientific knowledge to advance the animal and food industries.
The Department of Animal Science has preeminent programs in teaching, research and extension that will continue to serve societal needs related to the animal and food industries.
Pertaining to the degree programs the Department will develop life-long learners who understand science, can think creatively and analytically, treat others with honesty and respect and are prepared to serve and lead the animal and food industries with confidence.

Program Information

2019 - 2020

Program Information

Assessment Coordinator's Name: Dan Stein
Assessment Coordinator's E-mail Address: daniel.stein@okstate.edu
Number of Students Enrolled in the Program: 922
Total Number of Students Graduated: 206
Number of Student Graduates from Stillwater Campus: 206
Number of Student Graduates from Tulsa Campus:
Were university assessment funds used by the department/program for assessment activities?: Yes
If yes, describe how funds were used and the contribution the funds had on the assessment process: Funds were used to pay for review of assessment artifacts and to input assessment scores for tabulation and analysis that will be used by the Assessment Coordinator. A true assessment was completed in 19-20 due to the Covid- 19 pandemic interrupting the spring 2020 semester and we are also in the process of completing a major revision to the assessment plan.

Annual Executive Summaries

2019 - 2020

Program Assessment Coordinator: Dan Stein

Plan Review and Approval

Date Current Plan Was Reviewed and Approved: 08/01/2015
Date of Future Plan Review and Approval: 08/01/2021

Summary of Assessment Findings

Describe overall assessment findings and faculty members' interpretation of the assessment results:

Dissemination of Findings

Describe the individual(s) or committee responsible for reviewing and interpreting assessment data: The Assessment Coordinator is responsible for writing the report which is then submitted to the Department Head for review and further dissemination to the faculty.

Describe the process for sharing and discussing assessment findings with program faculty: The Assessment Coordinator is responsible for writing the report which is then submitted to the Department Head for review and further dissemination to the faculty.

Program Improvements Based on Assessment

Based on data collected this year, what changes are being considered or planned for the program?: No changes are planned within the FDSC program.

Based on this year's findings, what (if any) changes are planned for the assessment process?: The comprehensive exam covering the core courses will be reviewed and modified to reflect the FDSC core classes and any changes in faculty.

Describe the process for implementing these changes/planned program improvements: The Assessment Coordinator will instigate the changes in the Assessment plan and solicitate support from the Assessment committee before final submission.

Program Improvements Made in the Last Year: Improved Faculty Understanding or Buy-In

"Other" Improvements: none

Goals for the Coming Year: Our main goal is to "get everyone on board" by exploring what possibilities are available, such as Canvas, to not only increase faculty participation, but to find and incorporate an effective method of measuring/evaluating critical thinking in a more timetabled fashion in all coursers whether they are offered each semester, every other semester, or every other year.

Is this Summary Report Complete?:

List all individuals associated with this report preparation: Dan Stein

Outcomes	*Assessment Methods*	*Findings*	*Use of Findings (Actions)*
Knowledge - Students will be given the comprehensive exam (unannounced) during the semester in which they take the "Capstone" course that will be comprised of questions from the core Animal Science courses taken throughout their academic career. **Outcome Status:** Active **Planned Assessment Year:** 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020 **Start Date:** **Archived Date:** **Outcome Type:** Knowledge **Reason for Archival:**	**Comprehensive, Certification, or Professional Exam(s) -** A comprehensive subject matter exam will be administered to all graduating students in a required capstone course. *** Learning Outcome** **Goal/Benchmark:** No goal defined. **Timeline for Assessment:** Each semester **Other Assessment Type:**	**Reporting Period:** 2019 - 2020 **Conclusion:** 3 - Meets Program Expectations (Proficient) The students evaluated maintained a comparable score (mean = 48.58) as to previous academic years. Two students (one transfer student and one OSU student) scored lower than (26.26), two standard deviations below the mean. The test scores were calculated separately for OSU students (52) and Transfer students (31). The average test score for OSU students was a 49.23 (range: 26.43 to 71.26) and the average test score for Transfer students was a 47.39 (range: 25.28 to 74.71). The comparison of freshmen to transfer students was started a few years ago and has proved to be valuable in looking at deficiencies. The comparison in scores between OSU vs Transfer Students for ANSI 1124 was 47.86 vs. 44.09, respectively; *The comparison in scores between OSU vs Transfer Students for ANSI 1124 was 47.86 vs. 44.09, respectively; *The comparison in scores between OSU vs Transfer Students for ANSI 2253 was 57.56 vs. 57.63, respectively; *The comparison in scores between OSU vs Transfer Students for ANSI 3423 was 56.32 vs. 37.10, respectively;	**Use of Findings (Actions):** Will continue with this method of assessment. (09/13/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
		*The comparison in scores between OSU vs Transfer Students for ANSI 3433 was 48.08 vs. 41.94, respectively; *The comparison in scores between OSU vs Transfer Students for ANSI 3453 and 3653 (combined) was 48.89 vs. 49.75, respectively; *The comparison in scores between OSU vs Transfer Students for ANSI 3443 was 47.82 vs. 47.53, respectively; (09/11/2020) **Number of Students Assessed:** 83 **Number of Successful Students:** 81 **How were students selected to participate in the assessment of this outcome?:** To assess this learning outcome, a comprehensive subject matter exam consisting of 87 questions was administered to 83 students enrolled in our capstone course, ANSI 4863, during the fall semester of 2019. Due to the COVID-19 pandemic, the subject matter exam was not given at the end of the spring 20 semester. The exam was composed questions from Introduction to Animal Science (9), the introductory course for all majors; Meat and Carcass Animal Evaluation/The Meat We Eat (15), the sophomore level course required of all majors; and Principles of Animal Nutrition (13), Applied Nutrition (13), Reproductive Physiology (15), Genetics (14), and Animal Breeding (8), which represent the junior core courses in Animal Science that all majors are required to take. **What do the findings suggest about student achievement of this learning outcome?:** Part of the challenge with an exam such as this is it goes back to 1000 and 2000 level courses that same transfer students don't take at OSU while some transfer students do take at OSU.	
Problem Solving - Equip students with the ability to solve industry related problems associated with domestic livestock species used for meat animal production, milk production, fiber production, sport, recreation, and as companions. **Outcome Status:** Active **Planned Assessment Year:** 2017 - 2018, 2018 - 2019, 2019 - 2020	**Analysis of Written Artifacts -** Use of rubrics *** Learning Outcome** **Goal/Benchmark:** No goal defined **Timeline for Assessment:** Each semester **Other Assessment Type:**	**Reporting Period:** 2019 - 2020 **Conclusion:** 3 - Meets Program Expectations (Proficient) The average grade for the Sheep Science project was an 89.87%. There were eighteen (18) students that scored within one (1) standard deviation above or below the mean and two (2) students that scored above one (1) standard deviation above the mean and three (3) students that scored below one (1) standard deviation below the mean and one (1) student that scored below two (2) standard deviations below the mean.	**Use of Findings (Actions):** Will continue with this method of assessment and explore the possibility of incorporating other 4000-level production courses which would allow the students the opportunity to incorporate the fundamental principles and knowledge learned in the core Animal Science curriculum to

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
Start Date: **Archived Date:** **Outcome Type:** Skills **Reason for Archival:**		There were four (4) attributes evaluated this year: 1. Incorporation of appropriate knowledge from prerequisite courses (20 points) a. The mean for this attribute was 18.02. There were sixteen (16) students that scored within one (1) standard deviation above or below the mean and four (4) students that scored above one (1) standard deviation above the mean and four (4) students that scored below one (1) standard deviation below the mean and one (1) student that scored below two (2) standard deviations below the mean. 2. Organization of knowledge to address the stated problem (20 points) a. The mean for this attribute was 17.62. There were nineteen (19) students that scored within one (1) standard deviation above or below the mean and two (2) students that scored above one (1) standard deviation above the mean and three (3) students that scored below one (1) standard deviation below the mean one (1) student that scored below two (2) standard deviations below the mean. 3. Clarity of writing a. The mean for this attribute was 17.72. There were eighteen (18) students that scored within one (1) standard deviation above or below the mean and three (3) students that scored above one (1) standard deviation above the mean and three (3) students that scored below one (1) standard deviation below the mean one (1) student that scored below two (2) standard deviations below the mean 4. Quality of quantitative thinking a. The mean for this attribute was 17.56. There were twenty-one (21) students that scored within one (1) standard deviation above or below the mean and no (0) students that scored above one (1) standard deviation above the mean and three (3) students that scored below one (1) standard deviation below the mean one (1) student	design, manage, and analyze a hypothetical livestock enterprise. (09/13/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
		that scored below two (2) standard deviations below the mean. 5. Overall knowledge of the subject a. The mean for this attribute was 18.02. There were seventeen (17) students that scored within one (1) standard deviation above or below the mean and four (4) students that scored above one (1) standard deviation above the mean and two (2) students that scored below one (1) standard deviation below the mean and two (2) students that scored below two (2) standard deviations below the mean. (09/12/2020) **Number of Students Assessed:** 25 **Number of Successful Students:** 24 **How were students selected to participate in the assessment of this outcome?:** Sheep Science, ANSI 4553, a 4000-level production science course challenges the student with a semester-long opportunity to incorporate the fundamental principles and knowledge learned in the core Animal Science curriculum to design, manage, and analyze a hypothetical livestock enterprise. A total of 25 projects were evaluated. **What do the findings suggest about student achievement of this learning outcome?:** There is a need to explore what possibilities are available in other 4000-level production courses which would allow the students the opportunity to incorporate the fundamental principles and knowledge learned in the core Animal Science curriculum to design, manage, and analyze a hypothetical livestock enterprise.	
Communication - Graduates can interpret the scientific literature, coordinate ideas from the literature with technical information, and communicate results in oral and written form. **Outcome Status:** Active	**Analysis of Written Artifacts -** Written reports were drawn from research literature in the Capstone course: ANSI 4863. Student papers were scored and evaluated by a committee composed of faculty members and/or carefully selected	**Reporting Period:** 2019 - 2020 **Conclusion:** 3 - Meets Program Expectations (Proficient) Capstone ANSI 4863: Written Papers (96 papers scored) The average grade for the Written paper in ANSI 4863 was a 94.07% out of 100 points. *There were twenty-four (24) students that scored a 100 on this assignment.	**Use of Findings (Actions):** will continue with this method of assessment. (09/13/2020) **Use of Findings (Actions):** Will continue with this method of assessment. (09/12/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
Planned Assessment Year: 2017 - 2018, 2018 - 2019, 2019 - 2020 **Start Date:** **Archived Date:** **Outcome Type:** Skills **Reason for Archival:**	graduate students and/or outside evaluators. *** Learning Outcome** **Goal/Benchmark:** No goal defined. **Timeline for Assessment:** Each semester. **Other Assessment Type:** **Related Documents:** Written Rubric ANSI 4863.pdf	*Thirty-six (36) students scored within one (1) standard deviation above the mean. *Twenty-five (25) students scored within one (1) standard deviation below the mean. *Seven (7) students scored below one (1) standard deviation below the mean. * Three (3) students scored below two (2) standard deviations below the mean and were found not to meet expectations. (09/12/2020) **Number of Students Assessed:** 96 **Number of Successful Students:** 93 **How were students selected to participate in the assessment of this outcome?:** Written reports were drawn from research literature in the Capstone course, ANSI 4863. Student reports were scored from the spring semester and evaluated by a committee composed of faculty members and/or carefully selected graduate students and/or outside evaluators. **What do the findings suggest about student achievement of this learning outcome?:** These finding suggest that our students are continuing to perform satisfactorily as the average score for this assessment period was approximately the same as the previous year's assessment period. I feel students are being challenged and provided other opportunities to improve their writing skills and writing ability in other courses through their college career.	
	Oral Presentation - Oral reports were drawn from research literature in the Capstone course: ANSI 4863. Presentations were scored and evaluated by a committee composed of faculty members and/or carefully selected graduate students and/or outside evaluators. (Active) *** Learning Outcome** **Goal/Benchmark:** No goal defined. **Timeline for Assessment:** Each semester **Other Assessment Type:** **Related Documents:** Oral Presentation Rubric ANSI 4863.		

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
	pdf **Project & Assignments -** The course project and assignment were drawn from students in Animal Reproduction ANSI 3443. The course project and assignment consisting of a narrated PowerPoint "schematic diagram" of the changes in the hormonal patterns and the follicular wave dynamics that occur during the bovine estrous cycle were scored and evaluated by a committee composed of faculty members and/or carefully selected graduate students and/or outside evaluators. *** Learning Outcome** **Goal/Benchmark:** No goal defined **Timeline for Assessment:** Each semester **Other Assessment Type:** **Related Documents:** Estrous Cycle_Homework Assignment_2020.doc Rubric_ANSI 3443_Estrous cycle_2020.docx	**Reporting Period:** 2019 - 2020 **Conclusion:** 3 - Meets Program Expectations (Proficient) Animal Reproduction ANSI 3443: Course Project (50 students) The average grade for the Course Project in ANSI 3443 was a 74.32%. *Three (3) students scored an 84 out of 84. *Thirty-four (34) students scored within one (1) standard deviation above the mean. *Nine (9) students scored within one (1) standard deviation below the mean. *One (1) student scored below one (1) standard deviation below the mean. *Three (3) students scored below two (2) standard deviation below the mean and were found not to meet expectations. Rubric Attributes Explain what is occurring in steps A-H (20 points) The average score for this Attribute was a 17.5 out of 20. *Twenty (20) students scored a 20 out of 20. * Fifteen (15) students scored within one (1) standard deviation above the mean. *Eleven (11) students scored within one (1) standard deviation below the mean. *Two (2) students scored below one (1) standard deviation below the mean. *Three (3) students scored a (0) and were found not to meet expectations. Accuracy, clarity, creativity, organization, mechanics, originality, (24 points) The average score for this Attribute was a 21.22 out of 24. *Sixteen (16) students scored a 24 out of 24. * Seventeen (17) students scored within one (1) standard deviation above the mean. *Twelve (12) students scored within one (1) standard deviation below the mean. *Two (2) students scored below one (1) standard deviation	**Use of Findings (Actions):** Will continue with this method of assessment. (09/12/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
		below the mean. *Two (2) students scored below two (2) standard deviation below the mean and were found not to meet expectations. Identify physiological structures, events, or timelines, A-H (40 points) The average score for this Attribute was a 35.6 out of 40. *Eleven (11) students scored a 40 out of 40. * Twenty-three (23) students scored within one (1) standard deviation above the mean. *Thirteen (13) students scored within one (1) standard deviation below the mean. *One (1) student scored below one (1) standard deviation below the mean. *Two (2) students scored below two (2) standard deviation below the mean and were found not to meet expectations. (09/12/2020) **Number of Students Assessed:** 50 **Number of Successful Students:** 47 **How were students selected to participate in the assessment of this outcome?:** To assess this learning outcome, the course project and assignment were drawn from students enrolled in the spring semester of Animal Reproduction, ANSI 3443. **What do the findings suggest about student achievement of this learning outcome?:** We are living in an era of ever-changing technology and are continually being exposed to different presentations using a multitude of media formats. Most students seemed very adept in the use of the narrated PowerPoint as the media format to communicate and present their findings and were knowledgeable of the physiological structures, events, or time-line parameters asked for in the assignment.	
	Analysis of Written Artifacts - Written reports were drawn from research literature in the Animal Reproduction: ANSI 3443. Student papers were scored and evaluated by a committee composed of faculty members and/or carefully selected graduate students and/or outside	**Reporting Period:** 2019 - 2020 **Conclusion:** 3 - Meets Program Expectations (Proficient) Animal Reproduction ANSI 3443: Written Papers – Snake Oil or Science (50 students) The average grade for the Written paper in ANSI 3443 was a 74.77%. *Six (6) students scored above one (1) standard deviation above the mean.	**Use of Findings (Actions):** Will continue with this method of assessment. (09/13/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
	evaluators. (Active) *** Learning Outcome** **Goal/Benchmark:** **Timeline for Assessment:** Each Semester **Other Assessment Type:** **Related Documents:** Snake Oil or Science Rubric.docx	*Twenty-five (25) students scored within one (1) standard deviation above the mean. *Thirteen (13) students scored within one (1) standard deviation below the mean. *Five (5) students scored below one (1) standard deviation below the mean. *Two (2) students scored below two (2) standard deviation below the mean and were found not to meet expectations. Rubric Attributes What problem is being solved? What is the advantage in using this product? What is being investigated and why? The average score for this Attribute was an 8.86 out of 10. *Thirty-seven (37) students scored a 10 out of 10. *Five (5) students scored within one (1) standard deviation below the mean. *Seven (7) students scored below one (1) standard deviation below the mean. *(1) student scored below two (2) standard deviations below the mean and was found not to meet expectations. What physiological principles are involved? and What organs/tissues does this product target? The average score for this Attribute was an 9.05 out of 20. *Two (2) students scored a 10 out of 10. *Seven (7) students scored above one (1) standard deviation above the mean. *Eighteen (18) students scored within one (1) standard deviation above the mean. *Eleven (11) students scored within one (1) standard deviation below the mean. *Five (5) students scored below one (1) standard deviation below the mean. *Six (6) students scored a (0) and were found not to meet expectations. Spelling/Grammar (out of 10 pts) The average score for this Attribute was a 7.63 out of 10. *Twelve (12) students scored a 10 out of 10. *Thirty (30) students scored within one (1) standard deviation below the mean.	

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
		*Seven (7) students scored below one (1) standard deviation below the mean. *One (1) student scored below two (2) standard deviations below the mean and was found not to meet expectations. (09/12/2020) **Number of Students Assessed:** 50 **Number of Successful Students:** 48 **How were students selected to participate in the assessment of this outcome?:** To assess this learning outcome, the written reports were drawn from students enrolled in the spring semester of Animal Reproduction, ANSI 3443. **What do the findings suggest about student achievement of this learning outcome?:** Most students did not have difficulty with expressing what problem was being solved with the use of their product of choice, however most students struggled when it came to understanding and explaining the physiological principles involved with their product of choice and the target organs/tissues involved with their product of choice? I feel like this is due to the fact that ANSI 3443 is the first course that includes any type of physiology to which students in the Animal Science curriculum have been exposed. Many of the students also had a difficult time with spelling and grammar due to the nature of the course.	
Career Readiness - Prepare students for varied careers associated with the food industries. Students will be prepared for varied careers associated with the livestock and food industries including further training (graduate or professional school, or postdoctoral positions) and a commitment to a lifetime of continual learning. Produce graduates that can help the livestock and food industries address the needs and concerns of society. **Outcome Status:** Active **Planned Assessment Year:** 2017 -	**Internship -** Analysis of alumni survey has been used in the past. This year the mid-evaluation report and final evaluation report for students who would be graduating in the 2019-2020 semester that were involved in an internship were evaluated. *** Learning Outcome** **Goal/Benchmark:** No goal defined **Timeline for Assessment:** **Other Assessment Type:** **Related Documents:** Employer Internship Packet.pdf	**Reporting Period:** 2019 - 2020 **Conclusion:** 2 - Meets Minimum Program Expectations (Developing) Seventeen (17) skill sets or attributes, which included the overall performance were evaluated in the final evaluation report completed by the employer and submitted to the Department of Animal and Food Science. *Adequate technical background to complete assigned projects: Outstanding = 36.36% / Very Good = 36.36% / Average = 22.72% / Fair = 0.00% / Marginal = 0.00% / Unable to Assess = 4.54% *Ability to think critically, analytically, and creatively	**Use of Findings (Actions):** Departmental discussions need to held as to whether the internship reports is the method that best assess student career readiness in the industry sector and what methods need to be included for students moving on to graduate or professional schools and a commitment to a lifetime of continual learning. (09/12/2020)

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
2018, 2018 - 2019, 2019 - 2020 **Start Date:** **Archived Date:** **Outcome Type:** Skills **Reason for Archival:**		Outstanding = 45.54% / Very Good = 27.27% / Average = 27.27 / Fair = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00% *Ability to take initiative and perform independently Outstanding = 45.45% / Very Good = 27.27% / Average = 27.27% / Fair = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00% *Degree of responsibility the intern was able to handle Outstanding = 54.54% / Very Good = 31.89% / Average = 13.63% / Below Average= 0.00% / Marginal = 0.00% / Unable to Assess = 0.00% *Ability to effectively communicate verbally and in written form Outstanding = 59.09% / Very Good = 36.36% / Average = 4.54% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00% *Ability to grasp new knowledge/ concepts/situations Outstanding = 63.63% / Very Good = 31.81% / Average = 4.54% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00% *Ability to use academic knowledge and apply it to internship assignments Outstanding = 50.00% / Very Good = 36.36% / Average = 9.09% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 4.54% *Demonstrates sound judgment when making decisions Outstanding = 40.9% / Very Good = 40.9% / Average = 18.18% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00% *Recognition of the need for and ability to engage in life-long learning Outstanding = 59.09% / Very Good = 31.81% / Average = 9.09% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%	

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)

*Degree of enthusiasm/ interest in internship placement
Outstanding = 63.63% / Very Good = 22.72% / Average = 9.09% / Below Average = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00%

*Dependability, attendance, punctuality, and cooperation
Outstanding = 68.18% / Very Good = 22.72% / Average = 9.09% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%

*The capacity to initiate, accept, and profit from constructive criticism
Outstanding = 40.90% / Very Good = 50.00% / Average = 9.09% / Below Average = 0.00% / Marginal 0.00% / Unable to Assess = 0.00%

*Relations with others and ability to function in a multi-disciplinary team
Outstanding = 54.54% / Very Good = 40.90% / Average = 4.54% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%

*A sense of adequacy, self-worth, and self confidence
Outstanding = 45.45% / Good = 36.36% / Average = 18.18% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%

*Understanding of professional and ethical responsibility
Outstanding = 72.72% / Good = 22.72% / Average = 4.54% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%

*Likelihood that you would hire a candidate similar to this intern
Outstanding = 68.18% / Good = 18.18% / Average = 9.09% / Below Average = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00%

*Overall performance
Outstanding = 63.63 / Good = 22.72% / Average = 13.63% /

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)

Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%

(09/11/2020)
Number of Students Assessed: 22
Number of Successful Students: 22
How were students selected to participate in the assessment of this outcome?: Students that were participating in an internship program during the summer and fall semester of their senior year.
What do the findings suggest about student achievement of this learning outcome?: Of the seventeen (17) skill sets or attributes evaluated the following were marked as areas that could be improved:

**Ability to take initiative and perform independently
Outstanding = 45.45% / Very Good = 27.27% / Average = 27.27% / Fair = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00%

**Ability to use academic knowledge and apply it to internship assignments
Outstanding = 50.00% / Very Good = 36.36% / Average = 9.09% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 4.54%

**Degree of enthusiasm/ interest in internship placement
Outstanding = 63.63% / Very Good = 22.72% / Average = 9.09% / Below Average = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00%

*Likelihood that you would hire a candidate similar to this intern
Outstanding = 68.18% / Good = 18.18% / Average = 9.09% / Below Average = 4.54% / Marginal = 0.00% / Unable to Assess = 0.00%

Of the seventeen (17) skill sets or attributes evaluated the following was highest marked skill sets or attribute:

**Understanding of professional and ethical responsibility

Outcomes	Assessment Methods	Findings	Use of Findings (Actions)
		Outstanding = 72.72% / Good = 22.72% / Average = 4.54% / Below Average = 0.00% / Marginal = 0.00% / Unable to Assess = 0.00%	