
CILMAR Annual Cycle of Assessment: 2023 Plan

Vision

An inclusive and interculturally competent Purdue community that moves the world forward.

Mission

We promote and facilitate intercultural learning opportunities for all Boilermakers.

Three-Year Strategic Plan

- Systematic curricular revision
- Co-curricular innovations
- Scalable resource generation

2023 Goals for Improvement

- CILMAR will improve the quality and sustainability of its scalable resources.
- CILMAR will infuse intersections of intercultural learning and diversity, inclusion and belonging in all its activities.

Timeline of Assessment

- Annual cycle planning for 2023 based on 2022 report completed by February 1, 2023
- Plan implementation and data collection throughout the year, with a midpoint milestone in the summer
- Annual cycle planning for 2024 based on 2023 report completed by February 15, 2024

Reporter Responsibilities

- IDA+A – 1A, 1C, 1F, 2A
- Aletha Stahl – 1D
- Dan Jones – 1D
- Annette Benson – 1E, 2A
- Research Specialist – 1B, 1E
- Administrative Assistants – 1E, 2B

General On-Going Specialist Responsibilities

- Implement assessment plans with fidelity (Goal 1A)
- Contribute to a scholarly report and a presentation, and create new blocks in the HubICL Professional Development Zone (Goal 1E)

- Embed DIB outcomes in program descriptions (Goal 2A) and share and internalize DIB related professional development (Goal 2B)

Goal 1

CILMAR will improve the quality and sustainability of its scalable resources.

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
1A and 1B. CILMAR's interventions will improve in quality.	1A. CILMAR will continue to build a "culture of evidence" for its programs.	1A. IDA+A will collect assessment data from specialists at year's end in order to apply a rubric to our culture of assessment and to perform meta-analysis of program learning outcomes to determine if targets are met.	1A. i. The average of program scores on the Spurlock & Johnson rubric will increase over last year. ii. All programs will improve as measured by the rubric in 2 areas. iii. 75% of program learning outcome targets will be met.
	1B. CILMAR will gauge indirect impacts via website dashboards and an end-of-year survey (to collect scholarship completed).	1B. The research specialist will gather information on indirect impacts at the end of the year.	1B. i. Updated dashboards will be on CILMAR's site by the end of the year. ii. Other indirect measures (student dosage, innovations mentored, etc.) will increase over last year's impact.
1C, 1D, 1E, and 1F. The sustainability of CILMAR's impact will increase.	1C. CILMAR will collaborate with the Institutional Data Analysis + Assessment (IDA+A) office to lead ELEVATE – an initiative to support assessment of embedded learning outcomes at the program of study/department level.	1C. IDA+A will document the output of the ELEVATE pilot.	1C. i. All four departments participating in ELEVATE for Spring 2023 will complete the two deliverables (a program-level curriculum map, and an innovation plan) by the end of the calendar year. ii. An exemplar from ELEVATE will be publicly available by summer 2023.
	1D. We will improve the reach of scalable resources for use in the curriculum and co-curriculum (PIM and GLUE).	1D. Aletha will document content development, usage analytics, and licensing for PIM. Dan will track usage and licensing of GLUE.	1D. i. 5 PIM modules will be revised. ii. 3 new PIM modules will be developed. iii. PIM will be embedded in additional courses in three colleges. iv. Three institutions will purchase licenses.
	1E. We will generate and disseminate new scalable resources for professional development (HubCL PDZ, library, open access scholarship).	1E. Annette will monitor PDZ module creation and use. Danielle will document progress in cataloging the Janet M. Bennett Intercultural Library. The research specialist will track grants, publications, and presentations of	1E. i. Each CILMAR specialist will contribute two blocks to the PDZ. ii. PDZ completion will double from last year. iii. CILMAR resources in the JMB library will be catalogued in TinyCat. iv. Each CILMAR specialist will contribute to a scholarly report and make a

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
		CILMAR staff in an annual scholarly productivity list.	presentation. v. CILMAR specialists will collectively publish at least 5 open access journal papers/white papers.
	1F. We will analyze campus-wide large-scale assessment of intercultural learning outcomes.	1F. IDA+A will report on college and other large-scale efforts to assess ICL using the IDI, BEVI, etc.	1F. i. A document and/or infographic will be available on the CILMAR or IDA+A website by the end of 2023.

Goal 2

CILMAR will infuse intersections of intercultural learning and diversity, inclusion and belonging in all its activities.

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
2A. CILMAR's programs will clearly communicate the intersection of intercultural and diversity, inclusion and belongingness (DIB) disciplines and structures.	2A. In a workshop setting and/or one-to-one conversations, CILMAR staff will collaborate with DIB colleagues to more systematically identify DIB learning outcomes for major CILMAR programs and will make those outcomes visible in CILMAR's website and new one-page internal program description documents.	2A. Annette will analyze the website content and CILMAR administrative assistants will collate internal program documents for the visibility of DIB learning outcomes authored by each program leader.	2A. i. DIB outcomes for CILMAR major programs will be on the CILMAR website by the end of the year. ii. DIB outcomes will be articulated in internal program description one-pagers.
2B. The CILMAR team will internalize life-long learning via intentional application of intercultural-DIB intersections.	2B. CILMAR staff will participate together in professional development activities related to DIB. These activities will be consistently followed by intentional application.	2B. Danielle and Jodie will analyze records of staff meetings, SCRAP reports, and end of year reflection survey data to demonstrate professional development participation and applications.	2B. i. CILMAR staff will engage in group DIB development. ii. Application of PD will be evident in SCRAPs and other documentation.