

Academic Program Workspace

Public Administration (M.P.A.)

**Created on: 09/24/2020 04:00:00 PM CST
Last Modified: 10/14/2020 02:06:40 PM CST**

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General Information (Academic Program Workspace)

General Program Information

NAME OF DEPARTMENT CHAIR

Brian R. Urlacher

NAME OF PERSON SUBMITTING REPORT

The report is prepared by the MPA Director, Bo Wood, and is submitted by the Political Science Department Chair, Brian R. Urlacher.

SPECIALIZED ACCREDITATION IF APPLICABLE (NAME OF ACCREDITING AGENCY, STATUS OF ACCREDITATION, DATE OF NEXT ACCREDITATION)

The MPA degree is accredited by the Network of Schools of Public Policy, Affairs, and Administration.

LICENSURES OR CERTIFICATES OFFERED IF APPLICABLE (EX. RN, SECONDARY EDUCATION, PROFESSIONAL PILOT, ETC.)

PERCENTAGE OF DEGREE OFFERED ONLINE (100% ONLINE, ONLINE WITH SOME CAMPUS VISITS, OR NOT ONLINE)

The MPA degree is offered in a hybrid format. Students can complete the entire program (100%) either on campus or through synchronous online courses.

DO YOU OFFER 50% OR MORE OF YOUR COURSES LEADING TO YOUR DEGREE(S) AT ADDITIONAL LOCATIONS?

Standing Requirements

MISSION STATEMENT

There are two relevant mission statements for this program. The mission statement for Political Science and Public Administration is as follows: The Department of Political Science and Public Administration serves the global, national, state and local community by providing teaching, research, and service. In its teaching mission, the Department is committed to the liberal arts mission of the University and it strives to develop students' communication skills and critical and independent thinking. It also provides professional education to prepare students to assume leadership positions in the public, nonprofit, and private spheres because of their understanding of the roles and responsibilities of public service. In addition the Masters of Public Administration program has developed its own mission statement as part of NAASPA accreditation. The mission statement for the MPA program is as follows: The mission of the MPA Program at the University of North Dakota is to prepare people to enter into or advance in government, nonprofit, or business careers in order to contribute to the advancement and well being of society.

OUTCOMES

Public Administration (M.P.A.) Outcome Set

Lead and Manage in Public Governance

Mapping

No Mapping

Participate in and contribute to the public policy process

Mapping

No Mapping

Analyze, synthesize, think critically, solve problems, and make decisions

Mapping

No Mapping

Articulate and apply a public service perspective

Mapping

No Mapping

Communicate and interact productively with a diverse and changing workforce and citizenry

Mapping

No Mapping

CURRICULUM MAP

Active Curriculum Map s

⊕ **MPA Curricular Map** (See appendix)

Alignment Set Public Administration (M.P.A.) Outcome Set

Created 10/14/2020 1:23:06 pm CST

Last Modified 10/14/2020 1:25:42 pm CST

Assessment Map (When are outcomes measured? Upload map)

ASSESSMENT MAP OF WHEN OUTCOMES ARE MEASURED (UPLOAD TABLE DETAILING WHAT OUTCOMES ARE MEASURED EACH YEAR)

Outcome	Measurement: Where and How	Years Assessed					
		2020	2021	2022	2023	2024	2025
Lead and Manage in Public Governance	POLS 531	X		X		X	
Participate in and contribute to the public policy process	POLS 532		X		X		X
Analyze, synthesize, think critically, solve problems, and make decisions	POLS 501		X		X		X
Articulate and apply a public service perspective	POLS 531	X		X		X	
Communicate and interact productively with a diverse and changing workforce and citizenry	POLS 500, 532		X		X		X

2019-2020 Assessment Cycle

ASSESSMENT REPORT

Mission Statement

There are two relevant mission statements for this program. The mission statement for Political Science and Public Administration is as follows: The Department of Political Science and Public Administration serves the global, national, state and local community by providing teaching, research, and service. In its teaching mission, the Department is committed to the liberal arts mission of the University and it strives to develop students' communication skills and critical and independent thinking. It also provides professional education to prepare students to assume leadership positions in the public, nonprofit, and private spheres because of their understanding of the roles and responsibilities of public service. In addition the Masters of Public Administration program has developed its own mission statement as part of NAASPA accreditation. The mission statement for the MPA program is as follows: The mission of the MPA Program at the University of North Dakota is to prepare people to enter into or advance in government, nonprofit, or business careers in order to contribute to the advancement and well being of society.

Measures

Public Administration (M.P.A.) Outcome Set

Outcome

Outcome: Lead and Manage in Public Governance

Measure: Intergovernmental and inter-institutional context and relations, and networking


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1B1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Midterm exam (Question 2) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Measure: Managing and leading people, or human resources


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1D1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): Final Exam Question in POLS 531 (Question 2) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Measure: Managing organizational structures and Processes and budget


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1C1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Final Exam (Question 3) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Measure: Similarities and Differences in Public and Private Sector


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1A1.

Target: minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Midterm Question 1 from (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Outcome: Articulate and apply a public service perspective

Measure: Appreciate competing values


Course level Direct - Student Artifact

Details/Description: Random Sample of 5 case papers assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4 A1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Original Case Study (Fall Odd Semesters)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Measure: Understand and apply profession's code of ethics to situations and decisions


Course level Direct - Student Artifact

Details/Description: Random Sample of 5 case papers assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4C1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Original Case Study (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Measure: Understanding of the history of American public administration thought, competing frameworks and intellectual perspectives


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4B1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Final Exam (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

ASSESSMENT FINDINGS

Finding per Measure

Public Administration (M.P.A.) Outcome Set

Outcome

Outcome: Lead and Manage in Public Governance


Measure: Intergovernmental and inter-institutional context and relations, and networking

Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1B1

Target: Minimum 4 of 5 (80%) demonstrate competence
Implementation Plan (timeline): POLS 531 Midterm exam (Question 2) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Intergovernmental and inter-institutional context and relations, and networking

Summary of Findings: Relationships between levels/branches of government: 100%
Role of networks: 80%

Results : Target Achievement: Met

Action Plan: No changes recommended.

Measure: Managing and leading people, or human resources


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1D1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): Final Exam Question in POLS 531 (Question 2) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Managing and leading people, or human resources

Summary of Findings: Understands managerial best practices: 100%
Understands a range of perspectives for managing human resources: 70%

Results : Target Achievement: Not Met

Action Plan: Monitor. Fewer students chose to answer this question, perhaps introducing bias in the assessment.

Measure: Managing organizational structures and Processes and budget


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1C1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Final Exam (Question 3) (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Managing organizational structures and Processes and budget

Summary of Findings: Differentiates between types of resources: 100%
Understands the broad range of constraints on utilizing resources: 100%

Results : Target Achievement: Exceeded

Action Plan: This artifact does not capture the third indicator of this competency well. We should update the question, change the indicator, or use a different artifact.

Measure: Similarities and Differences in Public and Private Sector


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 1A1.

Target: minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Midterm Question 1 from (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Similarities and Differences in Public and Private Sector

Summary of Findings: Identifies actors/institutions that shape public/private organizations: 100%
Differentiate between public and private sector orgs: 100%

Results : Target Achievement: Exceeded

Action Plan: No changes recommended.

Outcome: Articulate and apply a public service perspective

Measure: Appreciate competing values


Course level Direct - Student Artifact

Details/Description: Random Sample of 5 case papers assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4 A1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Original Case Study (Fall Odd Semesters)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Appreciate competing values

Summary of Findings: Identifies competing values: 100%
Compares alternatives with respect for differing values: 100%
Preferred solution articulates impacts on winners and losers: 100%

Results : Target Achievement: Exceeded

Action Plan: Consider adding a more targeted measure to assess this indicator, perhaps exam question or assignment on values from 501

Measure: Understand and apply profession's code of ethics to situations and decisions


Course level Direct - Student Artifact

Details/Description: Random Sample of 5 case papers assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4C1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Original Case Study (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Understand and apply profession's code of ethics to situations and decisions

Summary of Findings:	Articulates the evolution of the field of public administration: 100% Understand and articulate the “five great issues” (Fry and Nigro) of public administration: 100%
Results :	Target Achievement: Exceeded
Action Plan:	No changes needed.

Measure: Understanding of the history of American public administration thought, competing frameworks and intellectual perspectives


Course level Direct - Exam

Details/Description: Random Sample of 5 exam questions assessed on a 2 point scale (competent vs weak/inadequate) with Rubric 4B1

Target: Minimum 4 of 5 (80%) demonstrate competence

Implementation Plan (timeline): POLS 531 Final Exam (Fall Odd Years)

Supporting Attachments:

 MPA Rubric (Word Document (Open XML)) (See appendix)

Findings for Understanding of the history of American public administration thought, competing frameworks and intellectual perspectives

Summary of Findings:	Identify an ethical issue: 100% Compare/evaluate alternatives grounded in ASPA code of ethics: 100% Proposed solution articulates competing values; recognizes potential to minimize negative impacts for stakeholders/groups: 100%
Results :	Target Achievement: Exceeded
Action Plan:	No changes needed.

Overall Reflection

The five Student Learning Outcomes we assess are based on the five core competencies required of all MPA programs by our accrediting body (NASPAA). Based on data from previous assessment cycles, we have made a number of

adjustments and overall this year's assessment data are encouraging. This year, competencies 1 (lead and manage in governance) and 4 (articulate and apply a public service perspective) were assessed. Outcome data suggests students graduating from our program demonstrate proficiency in these areas, though we continue to adjust the indicators used to measure these competencies. Recent curriculum changes shift several courses from elective to required, expanding the pool of courses from which to draw indicators of competency for assessment purposes. Adjustments are planned to increase emphasis on these concepts in future cycles.

Appendix

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- A. **MPA Curricular Map** (Curriculum Map)
 - B. **MPA Rubric** (Word Document (Open XML))
 - C. **MPA Rubric** (Word Document (Open XML))
 - D. **MPA Rubric** (Word Document (Open XML))
 - E. **MPA Rubric** (Word Document (Open XML))
 - F. **MPA Rubric** (Word Document (Open XML))
 - G. **MPA Rubric** (Word Document (Open XML))
 - H. **MPA Rubric** (Word Document (Open XML))
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