

**Institutional Effectiveness
2023-2024**

Program: Human Ecology BSHE

College and Department: College of Agriculture and Human Ecology

Contact: Melinda Anderson

Mission:

The School of Human Ecology provides education, research, service, resources, and leadership in order to foster creativity, tenacity and analytical problem solving in our students as well as facilitating career ready graduates to empower individuals, families and communities to achieve optimal quality of life.

These statements were approved by all faculty and were updated on our website and other internal documents. These statements reflect the efforts of the faculty to provide undergraduate education, research, service projects, and professional development opportunities in child development and family relations; child life; family and consumer sciences education; nutrition and dietetics; housing and design; and merchandising and design.

Housed in the College of Agriculture and Human Ecology, the School holds multiple accreditations/endorsements, which are listed in the table below.

Accreditation/Endorsement	Program
American Association of Family and Consumer Sciences (AAFCS)	School of Human Ecology
Accreditation Council for Education in Nutrition and Dietetics (ACEND)	Nutrition and Dietetics concentration
Council for Accreditation of Educator Preparation (CAEP)	Family and Consumer Sciences Education concentration
National Council on Family Relations (NCFR)	Child Development and Family Relations concentration
Association of Child Life Professionals	Child Life concentration

Attach Curriculum Map (Educational Programs Only):

Attached Files: See Appendix 1

Outcomes for PO1, 2, 3

Define Outcome:

The School of Human Ecology will be in 100% compliance with all accreditation/endorsement requirements (PO1)

The School of Human Ecology will maintain sufficient enrollment and fall to fall retention rates will be the same as or exceed university rates. (PO2)

The School of Human Ecology will hire and support a diverse faculty unit. (PO3)

Assessment Methods:

PO1- accreditation and endorsement reports

PO2- count enrollment, fall to fall retention rate

PO3- IDEA evaluations

Criteria for Success (Thresholds for Assessment Methods):

PO1- 100% compliance with accreditation and endorsement reports

PO2- enrollment will not decrease; fall to fall retention rates will be the same as or exceed university rates

PO3 - Faculty benchmark will be 3.75/5.0 on IDEA evaluations

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Outcomes for SLO 1 and 2

Define Outcome:

SLO1- students will demonstrate competence in AAFCS knowledge

SLO2- students will be rated by site supervisors as above average on internship evaluation using a 5.0 scale

SLO2- students will self-evaluate progress on critical thinking skills on IDEA evaluations

Assessment Methods:

SLO1- internal exit exam

SLO2- site supervisor evaluation

SLO2- IDEA evaluations

Criteria for Success (Thresholds for Assessment Methods):

SLO1- students will score a minimum of 70% on exit exam

SLO2- students will be rated as 80% or better (4.0/5.0)

SLO2- students will rate critical thinking skills as minimum 3.75/5.0 scale

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

PO 1: Maintain Accreditation

Define Outcome:

The School of Human Ecology will maintain program quality sufficient to meet and/or exceed accreditation standards from the American Association of Family and Consumer Sciences (AAFCS), the Accreditation Council for Education in Nutrition and Dietetics (ACEND), and the Council for Accreditation of Educator Preparation (CAEP).

The School of Human Ecology will be in 100% compliance with all external accreditation/endorsement requirements. In addition to accreditations listed above, the School will comply with Association of Child Life Professionals Endorsement and National Council on Family Relations Endorsement standards.

Assessment Methods:

Accreditation Reports: Provide feedback on faculty expertise, but are only done every 5-10 years. Maintaining professional accreditations ensures a high-quality curriculum

Criteria for Success (Thresholds for Assessment Methods):

The School of Human Ecology will be in 100% compliance with all accreditation/endorsement requirements.

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

The School of Human Ecology holds accreditation for 1 of its concentrations (Nutrition and Dietetics); and holds endorsement status for 2 concentrations (Child Life and Human Development and Family Relations). All programs are in compliance with external accreditations or endorsements. All annual reports were filed with the appropriate agency for the 2023-2024 year.

Use of Results to Improve Outcomes:

School Director will continue to monitor accreditation/endorsement requirements and support faculty who submit these reports. The marketing videos we expected to complete in Fall 2023 for the Design Studies program were not done. Faculty are supported financially by the School to attend conferences and maintain professional development to remain current in their fields. All accreditation and endorsement program annual costs are paid by the School of Human Ecology.

PO 2: Enrollment and Retention**Define Outcome:**

The School of Human Ecology will maintain sufficient student enrollment at the undergraduate and graduate levels to ensure the viability of the program and course offerings, and the School of Human Ecology will exceed university rates for retention and graduation.

- Human Ecology undergraduate enrollment will not decrease from year to year.
- Fall to fall retention rate will be the same as or exceed university retention rate.

Assessment Methods:

Institutional Research Reports: Count enrollment during each fall semester, based on TN Tech Institutional Research official enrollment counts for Human Ecology. Sustainability of unit is dependent on increasing student enrollment to maximize resources, and growing the unit. Fall to fall retention shows number of freshmen retained.

Criteria for Success (Thresholds for Assessment Methods):

Human Ecology undergraduate enrollment will not decrease from year to year.

Fall to fall retention rate will be the same as or exceed university retention rate.

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

The new BS in Design Studies has a separate IE report and will no longer be reported here. From Fall 2021 and back; the enrollment numbers for those 2 concentrations were included in Human Ecology.

1. Enrollment - Fall 2023 enrollment for Human Ecology was 99 students, down 27% from Fall 2022 (137 enrollment). The benchmark of having enrollment show no decrease from year to year was not met.

2. Retention- The fall 2023 Retention report shows Human Ecology had a fall to fall first year freshman retention rate of 50% in the original program. The university rate on this report is 77.3%; we did not meet the benchmark of being the same as or exceeding the university rate for retention.

Use of Results to Improve Outcomes:

The School of Human Ecology attends all university-sponsored campus recruiting events such as Preview Day and Spring Showcase. We write postcards to students who have applied and those admitted to reach out for recruiting efforts. The School of Human Ecology does not employ a full-time recruiter; therefore it is left to faculty and the director to attend off campus recruiting events; unfortunately it is not within the workload of the faculty nor the director to spend hours each week recruiting. We do try to do all we can through emails, our website, connections to high school teachers, and communicating with alumni. For retention, I still do not think these numbers are correct. As noted on last year's IE report; this was the first time in several years that Human Ecology retention rate was noted to be so low. In the Fall 2021 report, we were assessed on 27 students and our retention rate was 85%. In the Fall 2020 report it shows we were assessed with 28 students and our retention rate was 71%. The School of Human Ecology teaches its own freshman connections class, HEC 1040, as well as we work closely with our student success center advisor to provide support to our freshmen students.

Attached Files: See Appendix 2

PO 3: Adequate Faculty

Define Outcome:

The School of Human Ecology will hire and support a diverse faculty unit with appropriate expertise to deliver a high-quality program.

The external accreditations provide guidelines for number of faculty and qualifications of faculty in specific concentrations. These requirements will be maintained by all faculty teaching in the School of Human Ecology. Adjunct and temporary faculty members will have the appropriate credentials for the content area in which they are teaching.

Students have the opportunity to rate teacher excellence on the IDEA evaluations. HEC faculty benchmark for Teaching Excellence will be 3.75/5.0 (cumulative average score across two semesters)

Assessment Methods:

IDEA Course Evaluations: IDEA reports are completed each semester and provide data on student perception of faculty teaching competence. We will expect to see our students meet or exceed institutional and national averages when comparing progress on critical thinking skills.

Criteria for Success (Thresholds for Assessment Methods):

Students have the opportunity to rate teacher excellence on the IDEA evaluations. HEC faculty benchmark for Teaching Excellence will be 3.75/5.0 (cumulative average score across two semesters)

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

Adequate faculty - all faculty meet SACSCOC criteria for the content they teach.

Teacher excellence score on IDEA evaluations- Fall 2023 score was 4.5/5.0 and Spring 2024 was 4.6/5.0 meeting the benchmark of faculty being scored by students as above 3.75/5.0.

Use of Results to Improve Outcomes:

The School of Human Ecology faculty continue to demonstrate excellence in teaching; as measured by students in their classes. Each faculty member teaches a minimum of 12 credits each semester; with internship and practicum courses added on top of this load. The School of Human Ecology faculty are supported by School funds to attend conferences and maintain professional development to stay current in their fields. Faculty will continue to provide high quality instruction in their courses.

SLO 1: Student Competency**Define Outcome:**

Students will demonstrate competent knowledge in the American Association of Family and Consumer Sciences Body of Knowledge.

HEC students will score a minimum of 70% on an internal Human Ecology Exit Exam

Assessment Methods:

Core Exit Exam: The Core exit exam contains questions from HEC core courses. Exam is completed during course time in last semester before graduation. Benchmark is 70% mean score.

Criteria for Success (Thresholds for Assessment Methods):

HEC students will score a minimum of 70% on an internal Human Ecology Exit Exam

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

The student learning outcome 1 is the results of the Human Ecology exit exam. The exam was not given in fall 2023. The spring 2024 results show that the class average for the exit exam was 83%; this exceeds the benchmark of 70%.

Use of Results to Improve Outcomes:

The HEC Exit exam is based on content from the 4 core classes: HEC 1005 Introduction to Human Ecology, HEC 1010 Lifespan Development, HEC 2065 Families in Society, and HEC 3011 Consumer Economics. All students in Human Ecology and Design studies take all of these core classes and complete the exit exam during their final semester. The exam is given in Ilearn and is a multiple choice exam. Results are shared with the HEC faculty each August. No new actions are planned at this time.

SLO 2: Student Skills**Define Outcome:**

Students will be prepared for life-long success in their careers and for graduate study as evidenced by their critical thinking skills, communication skills and ability to work effectively with others.

HEC students will be rated by site supervisors during field experience/internships courses as being competent in communication skills and ability to work with others. Site supervisor evaluation benchmark score is 80% (cumulative average score across two semesters)

IDEA evaluations of all courses allow students to self-evaluate progress critical thinking skills. IDEA benchmark score per class is 3.75/5.0 scale (75%).

HEC Students complete the California Critical Thinking Skills test annually. Monitor their scores against TN Tech mean and national mean.

Assessment Methods:

Site Supervisor/Mentoring Teacher Assessment Reports: Each concentration in Human Ecology requires either a service learning course (internship, practicum or field experience) or student teaching (for Family and Consumer Sciences (FCS) Licensure). Using the evaluations from these site supervisors or mentoring teachers allows us to collect data about our students learning outcomes from external sources. One evaluation form is used for all of these service-learning courses. The form is collected by the faculty, and submitted to the Director each semester. For the site supervisor evaluations, this assessment tool will be revised to an electronic version and we will expect our students to score at an 80% benchmark or better in ability to work effectively with others in a service learning setting.

California Critical Thinking Skills Test: The California Critical Thinking Skills test is administered annually as a senior exit requirement for the university.

IDEA Course Evaluations: IDEA reports are completed each semester and provide data on student perception of faculty teaching competence. We will expect to see our students meet or exceed institutional and national averages when comparing progress on critical thinking skills.

Criteria for Success (Thresholds for Assessment Methods):

Site supervisor evaluation benchmark score is 80% (cumulative average score across two semesters) on 5-point scale this is 4.0/5.0 or better

IDEA benchmark score per class is 3.75/5.0 scale (75%).

HEC Students complete the California Critical Thinking Skills test annually. Monitor their scores against TN Tech mean and national mean.

Link to 'Tech Tomorrow' Strategic Plan:

2.B Research, Scholar, Intellect, and Creativity

Results and Analysis:

Site supervisor evaluations - there were no internships in human ecology during the fall 2023 semester; there were 5 interns during the spring 2024 semester. These 5 students scored an average score of 99% from their site supervisors on the ability to work effectively with others in a service learning setting.

California Critical Thinking skills test - the School of Human Ecology had 28 students take this campus exit exam during the 2023-2024 academic year. The mean was 71.8; the TTU mean was 74.4 and the national mean was 72.8. The School of Human Ecology students scored slightly less than both of these means.

IDEA Course evaluations - HEC students should self-evaluate progress on critical thinking skills, benchmark is 3.75 or higher on a 4.0 scale. During the Fall 2023 semester, the average critical thinking score across 13 classes was 3.8. During the Spring 2024 semester, the average critical thinking score across 16 classes was 4.3.

Use of Results to Improve Outcomes:

Internship evaluations from site supervisors show that students are prepared to work effectively with others in a service learning setting.

HEC students scored slightly less than the TTU and national means on the California Critical Thinking skills test. HEC faculty continue to emphasize application of knowledge in assessments such as case studies, projects, and presentations.

HEC students exceeded the benchmark of 3.75 in fall and spring semesters, indicating they feel confident in their ability to critically analyze information and points of view.

Summative Evaluation:

In many areas, the School of Human Ecology continues to produce consistent results; such as maintaining accreditation and supporting a diverse and adequate faculty unit. Students consistently score Human Ecology faculty as "excellent" on the IDEA evaluations as well as student critical thinking scores on the IDEA evaluation are much higher than the benchmark year to year. Areas that the School of Human Ecology is not meeting benchmarks include enrollment and retention, and the California Critical Thinking Skills test. Enrollment is greatly increased in our Architecture and Design studies concentration but declined slightly in the Human Ecology concentrations. Because both degrees are housed within 1 School; overall enrollment shows an increase but breaking out the 2 degrees on this report shows the Human Ecology concentrations did not meet the benchmark of increased enrollment. As noted last year; the retention numbers seem to be incorrect and the division of the 2 degree programs seems to have caused a miscalculation in the retention scores. The School of Human Ecology does provide in-person advising to its sophomores, juniors and seniors and faculty maintain high levels of communications with each student to monitor their success and progression through the curriculum. We will continue these efforts and hope the Retention numbers can be calculated correctly. There is nothing we can do about the California Critical Thinking scores as we really do not know how this exam measures critical thinking; but each concentration in Human Ecology has multiple labs and other hands-on learning applications which increase and support critical thinking skills. We do expect to update our Internship manual this year and move to an electronic site supervisor evaluation form in Qualtrics which will streamline the collection of these documents. Faculty are encouraged and supported to engage in professional development activities to maintain current in their professions. The School of Human Ecology will continue to be engaged in marketing and recruitment efforts. We just designed a new brochure which is attached. We do attend all university recruiting events.

Assessment Plan Changes:

List of Appendices:

Appendix 1: TTU BS HEC Curriculum Map

Appendix 2: PO2 Results - New HEC Brochure

Appendix 1: TTU BS HEC Curriculum Map
Tennessee Tech University BS Human Ecology Curriculum Map

	Basic Human Needs	Community Vitality	Family Strengths	Ind. Well-Being	Life Course Development	Human Ecosystems	Capacity Building	Global Interdependence	Sustainability	Use of Technology	Wellness
Course											
HEC 1005		X				X					
HEC 1010	X				X						X
HEC 2065			X	X							
HEC 3011						X	X		X		

Appendix 2: PO2 Results New HEC Brochure

Student Organizations

Child and Family Sciences
Child Life Association
Food, Nutrition & Dietetics Club
Housing & Design Association
Fashion Merchandising Association
Kappa Omicron Nu Honor Society

Faculty and Staff Members

Melinda Anderson, Ph.D.; *Director*
Darci Bell, Ph.D.; *Registered Dietitian*
Rufaro Chitiyo, Ph.D.; *ACEs Master Trainer*
Allison Coutinho, M.S.; *Registered Dietitian*
Darcey Emerson; *Director, TECTA Grant*
Aeric Gunnels, M.S.; *Architecture and Interior Design*
Cheyenne Lewis, *Administrative Associate*
Elizabeth Ramsey, Ph.D., *Certified Family Life Educator*
Lee Ann Shipley, Ph.D., *Certified Family Life Educator*
Cara Sisk, Ph.D.; *Certified Child Life Specialist*
Darron Smith, Ph.D.; *Dean, College of Agriculture and Human Ecology*
Hannah Upole, Ph.D.; *Fashion Merchandising and Design*
Amber Watts, M.S.; *Registered Dietitian*



Human Ecology Vision

To be recognized as a premier program in Human Ecology and as an agent for advancing quality of life and fostering leadership in individuals, families and communities.

Contact Information

✉ **School of Human Ecology**
Campus Box 5035
1000 N. Dixie Ave.
Cookeville, TN 38505-0001

📍 **School of Human Ecology**
Oakley Hall 105
715 Quadrangle Dr.
Cookeville, TN 38505-001

📞 (931) 372-3157

✉ hec@tnitech.edu

🌐 tnitech.edu/hec

📷 @tnitech_cafe



School of Human Ecology



tnitech.edu/hec

Tennessee Tech does not condone and will not tolerate discrimination against any individual on the basis of race, religion, color, creed, sex, age, national origin, genetic information, disability, veteran status, and any other basis protected by federal and state civil rights law. Inquiries regarding non-discrimination and affirmative action may be referred to the Director of Affirmative Action, Derrberry Hall 156, Box 1332, Cookeville, TN 38505-0003, 931-372-3049, equity@tnitech.edu. As required by Title IX, Tennessee Tech prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to Greg Holt, Title IX Coordinator, Derrberry Hall 238, tholt@tnitech.edu, 931-372-4562. Tennessee Tech's Title IX Policy and Notice of Non-Discrimination are located at <https://www.tnitech.edu/titleix/>. CAHC545-PRINT-CA-HEC Brochure



B.S. in Design Studies

Our graduates work in a variety of settings related to interiors, architecture and fashion merchandising.

Architecture and Interior Design

Interiors and Furnishings
Drafting
Kitchen and Bath Planner
Codes and City Planning

Fashion Merchandising and Design

Merchandise Buyer
Retail Manager
Fashion Designer
Textiles Research

M.S. in Community Health and Nutrition

For more information contact:
Samantha Hutson, Ph.D.
shutson@tnitech.edu
Graduate Program Director

Completion of this accredited dietetics online graduate program leads to eligibility to sit for the Registered Dietitian Nutritionist Certification Exam.

Child and Family Trauma Informed Care Certificate

The School of Human Ecology offers a certificate (18 credits) in Trauma Informed Care, open to all majors. Content includes Family Stress Management, Parent-Child Relationships and Family Violence across the lifespan.

B.S. in Human Ecology

Our graduates work in a variety of settings with individuals, families and communities.

Human Development and Family Science

Foster and Adoption Facilitator
Family Advocate
Family Life Educator
Department of Human Services and Children's Services

Child Life

Child Life Specialist

Nutrition and Dietetics

Community Nutrition/Fitness and Wellness
Eligibility to apply to a graduate program to become a Registered Dietitian Nutritionist