



Office of Accreditation and Assessment

**Biennial Report**

**2019**



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The Office of Accreditation and Assessment seeks to provide service and leadership to UNMC by providing oversight for:

- Higher Learning Commission (HLC) institutional accreditation
- Institutional assessment initiatives for continuous quality improvement in teaching and learning experiences

## **staff**

**Kendra Schmid, PhD**

Campus Director of Assessment  
Accreditation Liaison Officer

**Ong Vang, MA**

Accreditation and Assessment Manager

**Luther Mardock, MA Ed**

Accreditation and Assessment Coordinator

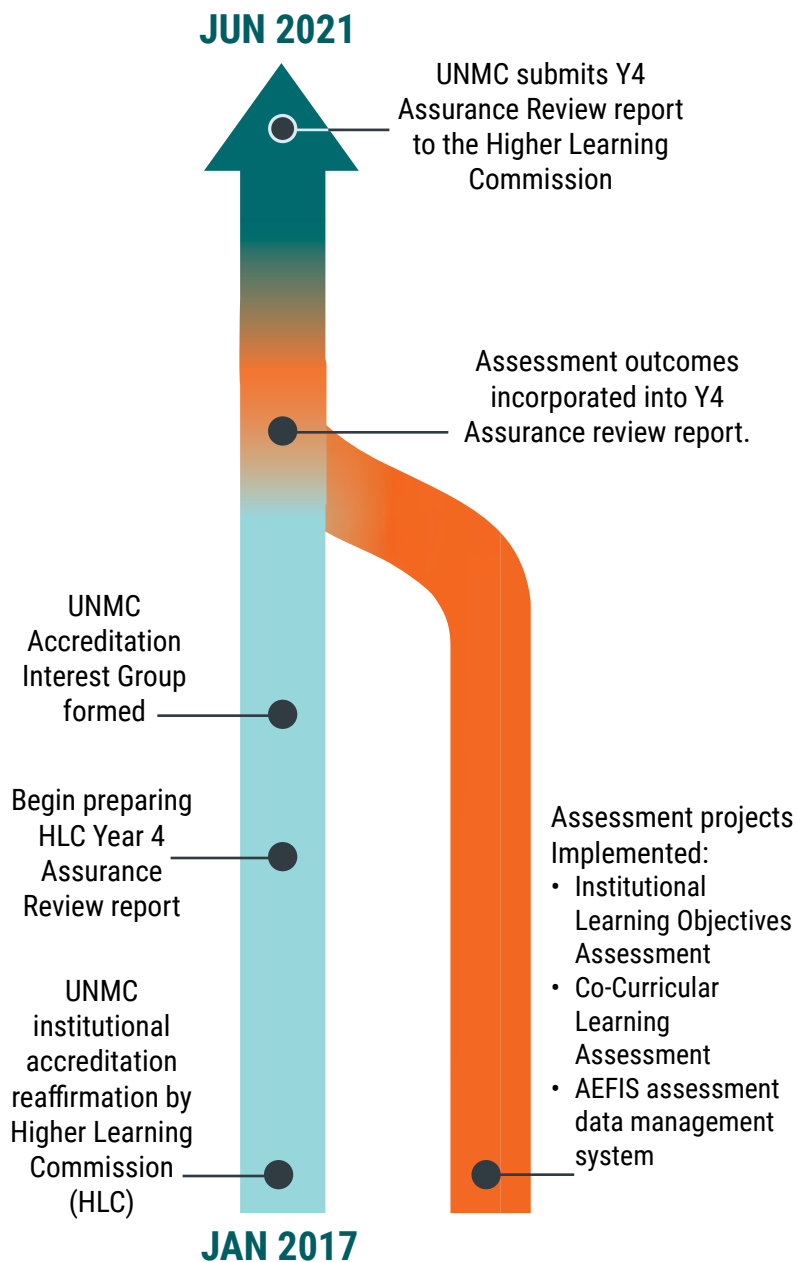
# goals & initiatives

**OAA** collaborates with a variety of UNMC units on projects focused on continuous quality improvements in student learning outcomes. Such improvements are validated through effective **assessment** and are subsequently integral to **accreditation**. This inaugural report reflects the status of projects undertaken and current progress achieved during 2017-2019.

In early 2017, UNMC noted new opportunities to enrich its **assessment** activities, specifically the development and launch of premier institutional learning objectives (ILOs) based on the current UNMC ITEACH Values. OAA envisioned that the ILOs could demonstrate how UNMC's institutional values and common student competencies connect curricular and co-curricular learning across all colleges.

The launch of the assessment initiatives is an integral component of OAA's **accreditation** goal of completing a mid-point report known as the *Year 4 Assurance Review*. The *Y4 Assurance Review* is a key accreditation benchmark which will be submitted in June 2021 to the Higher Learning Commission, the institution's regional accreditor. The report will summarize any progress and changes that have occurred at UNMC since its last accreditation reaffirmation in January 2017.

Therefore, OAA activities were coordinated to deliver specific assessment outcomes that contributed to meeting the overall accreditation goals of the institution.





## mission


**AUG 2019** OAA conducted a strategic planning retreat which resulted in a refocused mission that better reflected its goal to create a sustainable culture of accreditation and assessment at UNMC. OAA also developed and adopted “quality improvement domains” which clearly define the overarching outcomes and goals that guide current and future accreditation and assessment initiatives.





# quality improvement domains


-  **Mission & Institutional Effectiveness**  
Enhancement of UNMC's mission and continuous improvements to institutional effectiveness
  - Participate in institutional effectiveness activities (as needed)
  - Develop initiatives that ensure that assessment practices provide useful information for multiple audiences (ROI)

-  **Community Building**  
Establish a network of accreditation and assessment stakeholders that champion continuous quality improvement efforts
  - Demonstrate the critical connection between institutional accreditation (HLC) and program accreditation (special)
  - Establish/join an HLC accreditation network that encompasses all NU campuses
  - Establish UNMC's network (local) of college/program accreditation experts/coordinators

-  **Technology**  
Utilize innovative solutions that provide high-yield data for continuous quality improvement
  - Explore new assessment technologies
  - Provide ExamSoft management/oversight
  - Provide AEFIS management/oversight

-  **Higher Learning Commission Compliance**  
Ensure that activities and standards of practice satisfy accreditor's criteria
  - Determine if current practices (processes and policies) are indeed HLC compliant (HLC Criterion)
  - Ensure that assessment activities meet HLC Criteria 4 (see page 12)

-  **Process & Procedure**  
Operations built on clearly defined project logistics, desired outcomes, assessment methods and useful utilization of outcomes data
  - Conduct assessment of institutional learning objectives
  - Establish ongoing/annual collection of HLC criterion evidence, especially for evidence from units that already publishes annual reports/updates.
  - Gain comprehensive information regarding types of assessment methods available at UNMC
  - Identify assessment best practices
  - Monitor/be informed that programs/colleges are conducting routine course, program, faculty and student assessments (evaluations) and "closing-the-loop" measures.
  - Ensure stakeholders are appropriately involved in decision-making processes.

-  **Cultivation & Communication**  
Establish sustainable cultures of accreditation and assessment through knowledge-sharing
  - Provide the UNMC community with a central access point to current HLC information.
  - Conduct frequent outreach via multiple media regarding accreditation and assessment news.
  - Establish standing accreditation committees with long-term membership (Criterion Committee pipelines)
  - Implement faculty/staff development program focused on assessment, i.e., workshops, special presentations, etc.
  - Implement and manage UNMC's assessment awards and grants recognition program
  - Document/Increase student involvement in continuous improvement in assessment
  - Academic Affairs/Student Affairs collaboration to highlight assessment on campus

## operations and expansion

### **Committee Work**

OAA oversees and is advised by the following committees:

- UNMC Assessment Committee and subcommittees
- HLC Criterion Committees (accreditation)
- UNMC Accreditation Interest Group
- ExamSoft Users Group

OAA staff serve of the following committees:

- UNMC Education Council
- College of Pharmacy Curriculum Committee
- University of Nebraska-Omaha Academic Assessment Committee

Full committee member list on page 21

### **Professional Affiliations**

- HLC Assessment Academy Fall 2017 Cohort
- Association for the Assessment of Learning in Higher Education (AALHE) Institutional Membership
- Heartland Pathways Consortium (Higher Learning Commission)

### **Conferences:**

- Higher Learning Commission Annual Conference
- Indiana University Purdue University-Indiana (IUPUI) Assessment Institute
- Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference
- ExamSoft Assessment Conference (EAC)
- AEFIS Users Meeting - Drexel Assessment Conference 2019



# operations and expansion (continued)

## Website & Communications

**2018** OAA launched its website and created a central access point for accreditation and assessment information. The website features dedicated sections about institutional accreditation (Higher Learning Commission), program-specific accreditation, institutional assessment initiatives (ITEACH institutional learning objectives, see page X) and useful accreditation and assessment resources.

In an effort to streamline electronic communication, OAA also adopted a new department email which serves as a dedicated, public email available to internal and external contacts.

**URL:** <https://www.unmc.edu/academicaffairs/institutional/accreditation-assessment/index.html>

**Email:** [oa@unmc.edu](mailto:oa@unmc.edu)

UNMC » Academic Affairs » Institutional Services » Office of Accreditation & Assessment

## Office of Accreditation and Assessment

Academic Affiliation Agreements

Academic Services

Centralized Room Scheduling

ConnectED Blog

Design Thinking

Digital Campus

Diversity Initiative

Education Council

I-AM-HOME

Library Services

Office of Accreditation & Assessment

- Accreditation
- Assessment
- ITEACH for Education
- HLC Assessment Academy
- Accreditation & Assessment Resources

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MISSION

ACCREDITATION at UNMC	ASSESSMENT at UNMC
ITEACH FOR EDUCATION Institutional Learning Objectives (ILOs)	RESOURCES News, Tools, Research & Innovations

Students learning objectives adapted from ITEACH

New institutional learning objectives

Read more »

Log into AEFIS

Mission

We are Nebraska Medicine and UNMC. Our mission is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary

## Staff Expansion

**MAY 2019** Due to an increase in mission-critical accreditation and assessment work at UNMC, the office expanded its team by adding an additional accreditation and assessment specialist in May 2019.

OAA also plans to add an additional part-time assessment specialist to assist with daily operations and technical support of assessment technology. This addition is slated for early 2020.

## institutional accreditation

UNMC is currently accredited by the Higher Learning Commission (HLC) ([www.hlcommission.org](http://www.hlcommission.org)). OAA is responsible for maintaining institutional accreditation in accordance with the HLC's Open Pathways, which follows a 10-year cycle focused on

quality assurance and institutional improvement. The Open Pathway is unique in that its improvement component, the Quality Initiative, affords institutions the opportunity to pursue improvement projects that meet their current needs and aspirations.



# culture of accreditation

**VISION** OAA is devoted to creating a sustainable culture of accreditation that identifies and leverages the interconnectivity of all units within the UNMC enterprise. A culture of accreditation consists of:

- Continuous communication emphasizing the importance of accreditation
- Opportunities for students, staff, and faculty to engage in the accreditation process
- Useful tools and resources available to the UNMC community
- Implementation of accreditation best-practices

## UNMC Accreditation Interest Group

In October 2019, OAA established the UNMC Accreditation Interest Group. The interest group serves as a forum where members can exchange ideas, support, and accreditation tools and resources. OAA plans to hold quarterly group meetings as well as establish a repository of documents or data that may be relevant to college and program accreditation action items.

Current members include:

College of Allied Health - Jan Tompkins  
College of Dentistry - Yun Saksena  
College of Medicine - Geoffrey Talmon, Renee Alley, Kitty Dybdall  
College of Nursing - Teresa Barry  
College of Pharmacy - Donald Klepser  
College of Public Health- Christine Arcari  
Graduate Studies - Kendra Schmid

## Heartland Pathways Consortium

OAA joined the Heartland Pathways Consortium, a group of HLC ALOs (and others) that meets quarterly to share information, discuss issues regarding HLC accreditation, and provide peer-reviewer support of HLC deliverables. Member institutions include:

Bellevue University  
Bryan College of Health Sciences  
Central Community College  
Clarkson College  
College of Saint Mary  
Creighton University  
Doane University  
Hastings College  
Iowa Western Community College

Little Priest Tribal College  
Methodist College  
Metropolitan Community College  
Midland University  
Mid-Plains Community College  
Nebraska Wesleyan University  
Northeast Community College  
Peru State College  
Southeast Community College

Union College  
University of Nebraska at Kearney  
University of Nebraska Medical Center  
University of Nebraska at Omaha  
Wayne State college  
Western Iowa Tech Community College

## ● HLC multi-location visit

**NOV 2019** UNMC's College of Dentistry and College of Nursing Northern Division (Norfolk) participated in a Multi-Location Visit conducted by the Higher Learning



Commission (HLC) peer reviewer. These visits occur within Year 3 and Year 8 of the institution's 10-year accreditation cycle.

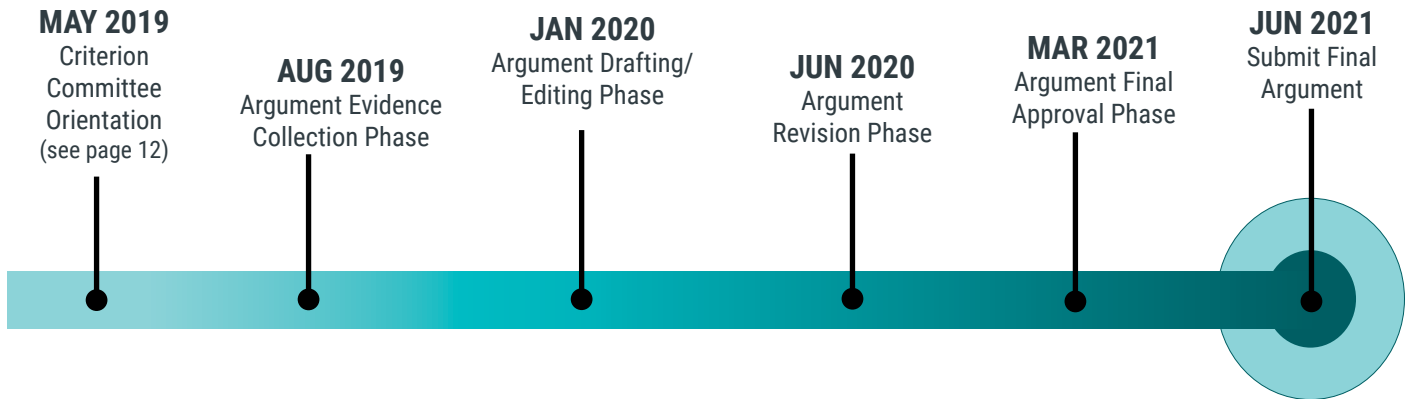


The purpose of the Multi-Location Visit is to confirm the continuing effective oversight by the institution of its additional locations. The College of Dentistry and College of Nursing were both deemed adequate in their continued compliance with HLC standards.

## ● Year 4 preparations

**MAY 2019** OAA is preparing for the Year 4 Assurance Review, which is a mid-cycle checkpoint to ensure that UNMC is confirmed continued compliance with HLC's criteria for Accreditation. OAA will submit a report (known as an "argument") and documentation detailing how UNMC fulfills accreditation criteria. A HLC peer review team will evaluate these materials and recommend whether the institution should continue in the cycle or whether additional monitoring is required. HLC's Institutional Actions Council (IAC) reviews and takes official action on the recommendation.

# Year 4 Assurance Argument Timeline



## crit criterion committees

In order to complete the Year 4 Assurance Argument, OAA established five Criterion Committees, each dedicated to reviewing a specific accreditation criterion, collecting supporting documentation (evidence), and assisting with the drafting of the argument. Beginning August 2019, OAA holds monthly working meetings with each committee in order to meet timeline milestones (see *Year 4 Assurance Argument Timeline* above). For a full UNMC Assessment Committee list, see page 20.

### **Criterion 1. Mission**

The institution's mission is clear and articulated publicly; it guides the institution's operations.

### **Criterion 2. Integrity: Ethical and Responsible Conduct**

The institution acts with integrity; its conduct is ethical and responsible.

### **Criterion 3. Teaching and Learning: Quality, Resources, and Support**

The institution provides high quality education, wherever and however its offerings are delivered.

### **Criterion 4. Teaching and Learning: Evaluation and Improvement**

The institution demonstrates responsibility for the quality of its educational programs, learning environments, and support services, and it evaluates their effectiveness for student learning through processes designed to promote continuous improvement.

### **Criterion 5. Resources, Planning, and Institutional Effectiveness**

The institution's resources, structures, and processes are sufficient to fulfill its mission, improve the quality of its educational offerings, and respond to future challenges and opportunities. The institution plans for the future.

## ○ culture of assessment

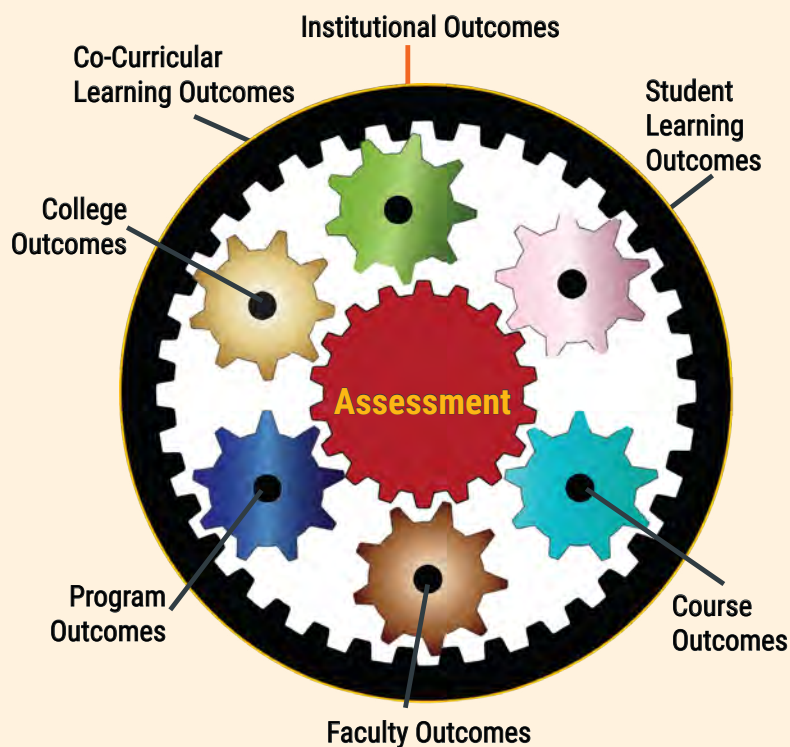
### sustainability

OAA is committed to establishing a sustainable culture of assessment that is driven by sharing the importance of strategic and reliable assessment efforts in pursuit of tangible improvements to student learning, faculty development, and program quality. OAA engages with UNMC assessment champions in order to execute numerous short-term and long-term assessment projects.

***Assessment Drives Institutional Improvement - Institutional Improvement Drives Assessment***

Institutional improvement is driven by multiple levels of outcomes (college, program, co-curricular, etc.).

Through assessment, valuable data can be collected and analyzed to achieve sustainable, continuous quality improvement to curriculum and student learning.



### UNMC Assessment Committee

The UNMC Assessment Committee is comprised of members from each college and several institutional units. The Committee works with OAA to promote the institution's culture of assessment and emphasize the importance of systematic and ongoing assessment to improve student learning experiences and outcomes.

For a full UNMC Assessment Committee list, see page 20.

# assessment technologies

## ExamSoft

ExamSoft is a developer of secure, computer-based testing software. The campus-wide implementation of ExamSoft ([www.examsoft.com](http://www.examsoft.com)) began in June 2016 and is scheduled to be completed by August 2022. ExamSoft implementation outcomes are as follows:

- Every college is to achieve a “100% implementation” status (based on desired outcomes established by individual program/colleges)
- All exam questions (housed in individual program or college question banks) are to be assigned to “Categories”. “Categories” are identifiers (i.e., keywords, topics, learning objectives) which are useful in providing descriptive outcomes to ExamSoft Users (faculty and staff) and Exam Takers (students).

In August 2019, OAA determined that colleges have completed implementation of ExamSoft and moving forward with assigning “Categories” to all exam questions.

## AEFIS (Assessment, Evaluation, Feedback & Intervention System)

**FEB 2019** In early 2019, OAA purchased AEFIS, a web-based assessment management platform that facilitates the collection and application of assessment data. AEFIS will enable UNMC users (faculty, staff, academic administrators) to map their curriculum, view dashboards of learning and assessment outcomes, and conduct surveys and assessments. AEFIS will also allow OAA to identify the bottom-to-top connections between different levels of student learning objectives (program-, college- and institution-level learning objective). OAA continues to work with colleges to migrate relevant assessment data into AEFIS as well as explore other functions for accreditation workflow and program evaluations. Completion of AEFIS implementation is projected for 2022.

AEFIS provides the following functions:

- Curriculum mapping and outcomes alignment
- Outcomes assessment and evidence collection
- Outcomes transcript and competency portfolio
- Self study and accreditation reporting
- Strategic planning and data collection
- Faculty activity and curriculum vitae
- Course and syllabus management
- Course evaluation and feedback

## ITEACH ILOs Initiative

**OCT 2017** Following UNMC's institutional accreditation reaffirmation by the Higher Learning Commission (January 2017), OAA focused on expanding the university's assessment activities in order to sustain continuous quality improvement. OAA envisioned that institutional learning objectives were needed in order to connect learning outcomes across all colleges. In October 2017, OAA launched the **ITEACH Institutional Learning Objectives (ILOs) initiative** in order to meet this assessment goal.

### JUN 2021

UNMC submits Y4 Assurance Review report to the Higher Learning Commission

Assessment outcomes incorporated into Y4 Assurance review report.

Begin preparing HLC Year 4 Assurance Review report

UNMC institutional accreditation reaffirmation

### JAN 2017

#### Initiative Goals include:

- Establish institutional learning objectives
- Begin assessing co-curricular learning
- Participate in the Higher Learning Commission (HLC) Assessment Academy Fall 2017 Cohort

The HLC Assessment Academy required UNMC to develop, implement, and evaluate a four-year assessment project led by a five-person Academy Team. Given the alignment of the three goals, OAA chose to focus its Academy project on establishing the **ITEACH ILOs** which could also be used to assess co-curricular learning. The rigor of the HLC Assessment Academy provided the appropriate timeline for project planning and implementation.

#### Initiative Projects include:

- Institutional Learning Objectives Assessment (implemented)
- Co-Curricular Learning Assessment (implemented)
- AEFIS assessment data management system (implemented)



# ITEACH ILOs leaders

**leaders** In order to maintain a unified vision and execution, the HLC Assessment Academy Team assumed additional responsibilities as the **ITEACH ILOs Steering Committee**. UNMC's Assessment Committee (overseen by OAA) was enlisted as the working group to advance the project towards completion.

## **ITEACH ILOs Steering Committee Members:** (HLC Assessment Academy Team)

Kelly Caverzagie, MD

Dean Collier, Pharm.D., BCPS

Teresa Hultquist, PhD, RN, PHCNS-BC, NE-BC

Kendra Schmid, PhD (Team Co-Leader)

Ong Vang, MA (Team Co-Leader)

## **ITEACH ILOs Subcommittees:**

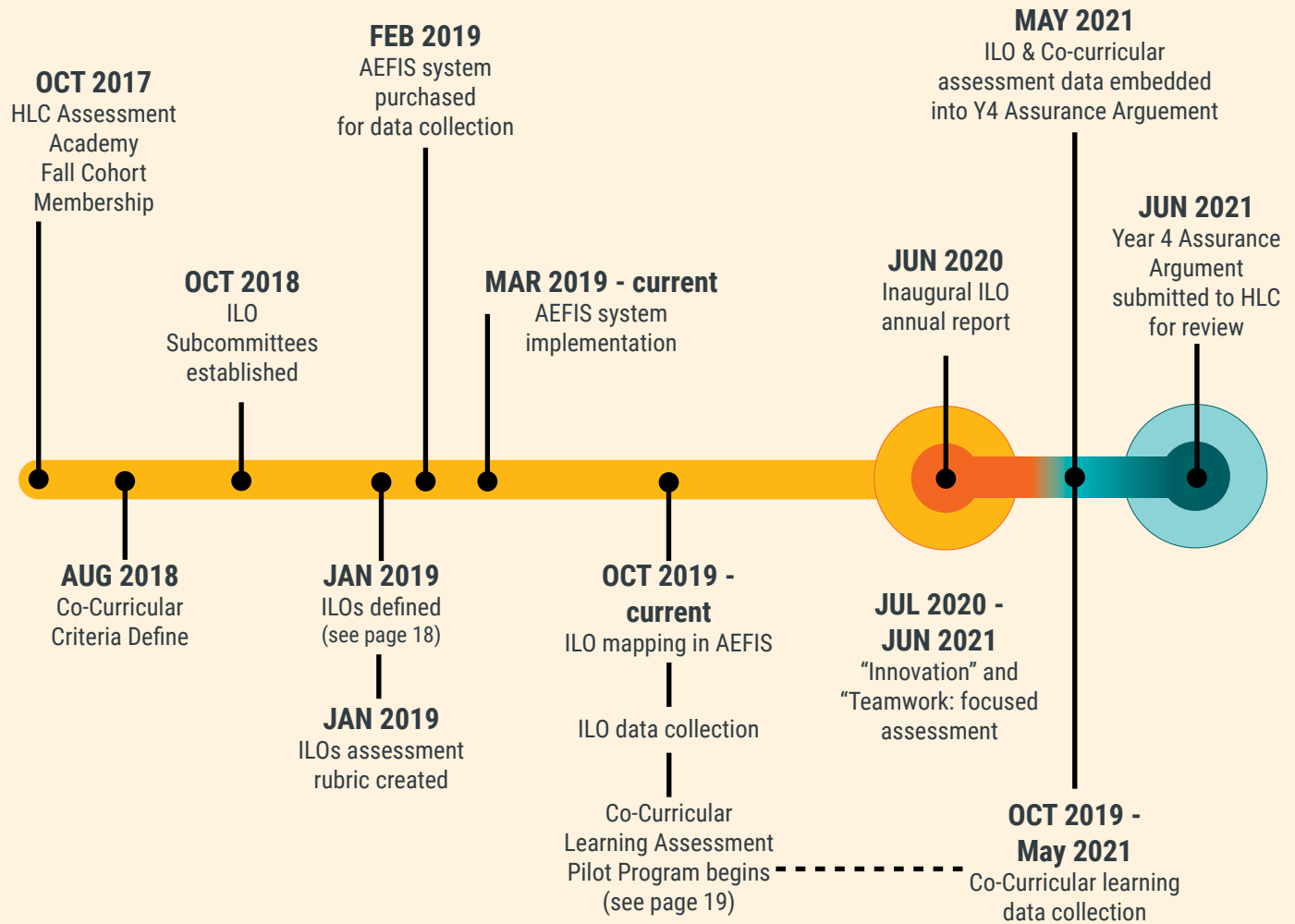
The following subcommittees were also integral to the success of the ITEACH ILOs:

- **Co-Curricular Assessment Subcommittee**  
Work with colleges and programs to identify qualifying co-curricular activities and their assessment methods and outcomes.
- **ILO Communication and Assessment Vocabulary Subcommittee**  
Develop a long-term communication strategy aimed at increasing awareness of the ITEACH ILO Initiative.
- **ILO Mapping and Annual Reporting Subcommittee**  
Develop strategy and timeline for mapping ITEACH ILOs in all program curriculum as well as ILO annual reporting deliverables and deadlines.
- **ILO Value Rubrics**  
Develop a universal rubric in assessing ITEACH ILO outcomes.

**AUG 2018** OAA, combined with the UNMC Assessment Committee, held an assessment retreat for the UNMC Education Council. The retreat introduced the ITEACH ILOs Initiative to the Council as well as hosted an assessment workshop. The retreat was highly successful and OAA plans to host more assessment workshops in the 2020-2021 years.



## ITEACH ILOs timeline



# ITEACH ILOs creation

**JAN 2019** Through the work of the ILO Value Rubrics Subcommittee, OAA implemented UNMC's premiere **ITEACH Institutional Learning Objectives**. The ILOs, used to define student competencies at the institutional level, were derived from UNMC's existing ITEACH institutional values.



## **"I" Innovation**

Creative thinking, at the highest levels of performance, that pushes beyond boundaries in new and unique ways; utilizing one's integrative experiences from multiple areas of knowledge to offer multiple solutions.



## **"T" Teamwork**

Fostering a constructive, respectful team climate through constructive communication and conflict resolution, confidence in the team's strengths, and effective collaboration for goal completion.



## **"E" Excellence**

Achieving success through the synthesis of in-depth information from various points of view and relevant sources; implementing solutions that addresses the complexity of a problem.



## **"A" Accountability**

Employing independent ethical reasoning and owning the full implications of decisions and their outcomes.



## **"C" Courage**

Evaluating and applying diverse perspectives to complex problems and developing novel approaches to a solution without fear of failure.



## **"H" Healing**

Embracing personal and social responsibility in addressing ethical, social, and global challenges; developing competence in ethical and moral reasoning, and engaging in self-reflection for lifelong learning.

## co-curricular assessment

**OCT 2019** In tandem with the ITEACH ILO Initiative, OAA also launched the **ITEACH Co-Curricular Learning Assessment Pilot Program** aimed at identifying how co-curricular activities align with the institution's ITEACH values (see page 18). The pilot program began in October 2019 and will end May 2021.

### Goal:

Begin collecting ITEACH ILO outcomes from UNMC co-curricular activities in order to demonstrate how co-curricular activities align with UNMC's mission and values. Pilot program outcomes will be used for continued quality improvement efforts to strengthen the alignment of ITEACH ILOs and ongoing co-curricular activities.



### Benchmarks:

- AUG 2018** Define co-curricular criteria
- APRIL 2019** Establish ITEACH ILOs as co-curricular learning outcomes
- SEPT 2019** Recruit student organization for co-curricular assessment

### Expectations for 2020-21

The pilot program will conclude May 2021. The following benchmarks have been planned for the remainder of this initiative:

- JAN 2020** Develop an assessment tool based on the ITEACH ILOs Value Rubric.
- APRIL - JUNE 2020** Begin collecting co-curricular learning data via online student survey. Survey data will be collected and summarized by OAA.
- JULY 2020** Report findings to the UNMC Assessment Committee for feedback and pilot program modification.
- AUG 2020-May 2021** Conduct Year 2 of the pilot program
- JUNE 2021** Include final co-curricular findings in the Year 4 Assurance Review argument

# OAA committees - member lists

## UNMC Assessment Committee Members

Christine M. Arcari, PhD, MPH  
Megan Brown, MS, MSEd  
Dean Collier, Pharm.D., BCPS  
Melissa Diers, MEd  
Karen Gould, PhD  
Julie Gregg

Teresa Hartman, MLS  
Teresa Hultquist, PhD, RN, PHCNS-BC, NE-BC  
Donald Klepser, PhD  
Sarah McBrien, PhD  
Kim Michael, MA, RT(R), RDMS, RVT, FSDMS

Devin Nickol, MD  
Gigi Rogers  
Yun Saksena, BDSc, MMSc, DMD.  
Geoffrey A. Talmon, MD  
Terri Vadovski

## UNMC HLC Accreditation Criterion Committee Members:

Chad Abresch, PhD  
Keith Allen, PhD, BCBA-D  
Christine Allmon, BS  
Christine Arcari, PhD, MPH  
Teresa Barry Hultquist, PhD, RN, PHCNS-NE,  
NE-BC  
Jennifer Bartholomew, MBA  
Laura Bashus  
Molly Belieu, MA  
Laura Bilek, PT, PhD  
Kathleen Brandert, MPH, CHES  
Jason Burrows, MD  
Amy Cannella, MD, MSPH  
Pam Carmines, PhD  
Dean Collier, Pharm.D., BCPS  
Don Coulter, MD  
Phil Covington, Ed.D  
Larry Crouch, PhD  
Amber Donnelly, PhD, MPH, SCT(ASCP)  
Saihari Dukkkipati, MS  
Cindy Ellis, MD  
Jeanne Ferbrache  
Jim Gamerl, BS, MHA  
Vaishnavi Ganesan  
Bill Glass, MS  
Sarah Gloden-Carlson, JD  
Nate Gollehan, MD  
Karen Gould, PhD  
Janet Guthmiller, DDS, PhD

Steve Haas, DMD, JD, MBA  
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Teresa Hartman, MLS  
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John Keady, BA  
Abbey Klein, BSN, RN  
Darren Knoell, Pharm.D., FCCP  
Suhasini Kotcherlakota, PhD  
Susan Kraft Mann  
Taylor Kratochvil  
Larissa Kraye, MA  
Louise LaFramboise, PhD, RN  
Trek Langenhan, MD  
Kim Latacha, PhD  
Lynette Leeseberg Stamler, PhD, DLitt, RN, FAAN  
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Rachel Lookadoo, JD  
Ram Mahato, PhD  
Teri Mauch, MD, PhD  
Sarah McBrien, PhD  
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Mike McGlade,  
Analisa McMillan, MSEd  
Sharon Medcalf, PhD  
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Kyle Meyer, PhD  
Asit Misra, MD  
Bryan Monaghan, MPA, NRP  
Gerald Moore, MD

Lisa Muschell  
Amarnath Natarajan, PhD  
Lindsay Neeman, M. Arch.  
Devin Nickol, MD  
Pat O'Neil, BS, CHSA, MPA  
Stephanie Paulsen  
Thomas Petro, Thomas Petro  
Yun Saksena, B.C.Sc., M.M.Sc., D.M.D  
Kendra Schmid, PhD  
Cynthia Schmidt, MD, MLS  
Juliann Sebastian, PHD, RN, FAAN  
Chris Shaffer, Pharm.D., BCPS  
Mark Shriver, PhD, BCBA-D  
Mark Smith, MS  
Joyce Solheim, PhD  
Amelia Stoltman  
Geoffrey Talmon, MD  
Regan Taylor, MD  
Jan Tompkins, MPH, MT(ASCP)  
Lori Turner, BS  
Ong Vang, MA  
Jim Wahl, PhD  
Tammy Webster, PhD, MPA, RT(R)(M), FAEIRS  
Wendy Wells, MSN, RN  
Matt Winfrey, MPP  
Gary Yee, Pharm.D., FCCP, BCOP  
Amanda Zangrillo, Psy.D, BCBA-D

## ExamSoft Users Subcommittee

Ann Alexander, MEd  
Juli Bohnenkamp  
Jeremy Boldt  
Megan Brown, MS, MSEd  
Dean Collier, Pharm.D., BCPS  
Melissa Diers, MEd  
Julie Gregg, BA

Calvin Hughes  
Teresa Hultquist, PhD, RN, PHCNS-  
BC, NE-BC  
Sarah McBrien, PhD  
Patrick Rejda  
Terri Vadovski

## Higher Learning Commission Assessment Academy Team

Kelly Caverzagie, MD, FACP, FHM  
Dean Collier, Pharm.D., BCPS  
Teresa Hultquist, PhD, RN, PHCNS-BC, NE-BC  
Kendra Schmid, PhD  
Geoffrey A. Talmon, MD  
Ong Vang, MA

