Introduction
The College of Health and Human Services (CHHS) at Missouri State University is committed to the systematic assessment of student learning outcomes for programs offered by the college. Integrating student learning outcomes at the program level serves to: 1) increase student awareness of their learning, 2) assess the effectiveness of the College's programs, 3) assess the degree to which college goals and the University's public affairs mission are integrated at the program level, and 4) provide a structure for continuous program improvement. This report includes student learning outcomes for 35 CHHS degree and certificate programs, of which 17 are accredited by appropriate disciplinary bodies.

Mission
The College of Health and Human Services focuses on improving the health and well-being of people in Missouri, the nation, and the global community through education, research, and service. CHHS values multidisciplinary approaches, instills the public affairs mission, and encourages students and faculty to develop lifelong learning skills.

College Program Goals
Student related goals of the College include: 1) Recruit, retain and support quality students who will become engaged citizens and leaders committed to using their education to fulfill the CHHS mission; 2) Nurture an inclusive educational environment that teaches respect for diverse capabilities, backgrounds, thoughts and values among students, faculty and staff; and 3) Create and foster an environment that encourages and supports research (with a special emphasis on multidisciplinary and interdisciplinary) for the discovery, integration, application and dissemination of new knowledge.

Program Level Learning Outcomes
Programs had a choice of developing unique learning outcomes for their programs or utilizing common terminal CHHS Learning Outcomes to supplement specific disciplinary accreditation competencies and program effectiveness outcomes. It is the College policy that course syllabi include learning outcomes.

Doctor of Audiology (AuD)
Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.
Bachelor of Science in Athletic Training
Upon completion of the BS in Athletic Training program, students should be able to:

- Adeptly practice athletic training as defined by the most current Athletic Training Educational Competencies.
- Integrate the MSU Public Affairs mission – ethical leadership, cultural competence, and community engagement – into their daily clinical practice.
  - Demonstrate professional and ethical behaviors
  - Participate in their community and profession via volunteer services and professional organization memberships
- Perform higher than the national average on all aspects of the Board of Certification athletic training certification examination.
- Demonstrate readiness to pursue future educational opportunities such as, but not limited to, graduate education.

Bachelor of Science in Cell and Molecular Biology
CMB students will:

- Exhibit a knowledge base in genetics, cell and molecular biology, and anatomy and physiology.
- Demonstrate the knowledge of common and advanced laboratory practices in Cell and Molecular Biology.
- Exhibit clear and concise communication of scientific data.
- Engage in review of scientific literature in the areas of Biomedical Sciences.
- Critique and professionally present primary literature articles in the general biomedical sciences field.

Master of Science in Cell and Molecular Biology
MSCMB students will exhibit an advanced knowledge base in genetics, cell and molecular biology, and anatomy and physiology on comprehensive exams.

- Demonstrate advanced laboratory bench skills, lab notebook record keeping, team-work.
- MSCMB students who conduct research will be able to construct and test formulated hypotheses related to graduate research project.
- MSCMB students will be able to critique and professionally present primary literature articles in the general biomedical Sciences field, exhibit clear and concise communication of scientific data

Bachelor of Science in Clinical Laboratory Sciences
Program graduates will:

- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.
Bachelor of Science in Communication Sciences and Disorders

Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Master of Science in CSD - Education of the Deaf & Hard of Hearing

Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Master of Science in CSD Speech-Language Pathology

Program graduates will:
- Demonstrate knowledge and skills specified in the KASA competencies for speech-language pathology professionals.
- Communicate effectively, recognizing the needs, values, referred model of communication, and cultural/linguistic background of the client/patient, family, caregivers, and relevant others.
- Collaborate with other professionals in case management.
- Provide counseling regarding communication and swallowing disorders to clients/patients family, caregivers and relevant others.
- Adhere to the ASHA Code of Ethics and behave professionally.

Bachelor of Science in Dietetics

Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
o Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
o Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

**Dietetic Internship Graduate Certificate Program**
o Graduates will demonstrate professional knowledge and leadership skills of entry-level registered dietitians.
o Students who choose the rural health concentration area will demonstrate rural cultural competence by collaborating with a rural community partner to develop and implement a health promotion program or activity.
o Students who choose the public affairs concentration area will advocate for health policy by developing and implementing a nutrition policy, program, or activity for the public.

**Master of Science in Education (Physical Education emphasis)**
Upon completion of the Masters of Science in Education (Physical Education emphasis) in the Department of Kinesiology at Missouri State University, the student will:
o Understand and put into practice, the concepts, strategies and procedures of qualitative and/or quantitative research resulting in a five-chapter research seminar paper or thesis.
o Be able to develop and/or expand their educational philosophies through guided practice, discussions and papers and extensive readings of the current and past literature of the profession.
o Demonstrate knowledge of current technology by planning and implementing learning experiences that allow students to use technology effectively in the classroom.
o Plan and adapt instruction for the diverse learner through the specific development of accommodations and/or modifications for students with special needs.
o Demonstrate the ability to theoretically develop, coordinate and administer a variety of middle school, high school, university, community and professional physical education, sports and activity programs.
o Describe and apply physiological and biomechanical concepts related to the analysis of mature and immature movement through research applications.

**Bachelor of Science in Exercise and Movement Science**
Upon completion of the B.S. Exercise and Movement, students will:
o Demonstrate knowledge of the structure and function of the body, application of biomechanical principles to efficient movement in activities of daily life as well as to training, physiological principles, responses, and adaptations to training, and developmental changes with growth, maturation and aging.
o Demonstrate the ability to discuss the physiological basis of the components of physical fitness; accurately measure and interpret the measurement of each component; screen clients of all ages for fitness testing; adapt testing protocols according to health appraisals and medical history; and understand the effects of common prescription drugs on exercise testing and prescription.
o Demonstrate the ability to prescribe and implement all phases of exercise training programs specific to the age and functional ability of the client and in accordance with benefits, precautions, and contraindications of progressive exercise; identify proper and improper technique in the use of equipment; and apply methods to monitor exercise intensity.
Demonstrate knowledge of energy balance in weight management; effects of diet and exercise on body composition and health; nutritional factors in the female athlete triad, eating disorders; misconceptions of inappropriate weight loss methods; calories per nutrient (food) and nutritional ergogenic aids.

Demonstrate the knowledge of five behavioral strategies to enhance exercise and health behavior changes; elements that should be included in counseling sessions; the stages of motivational readiness and methods of motivation.

Demonstrate knowledge and prowess in addressing emergency procedures and individual injury in health and fitness settings; maintenance of a safe environment and legal implications in documenting safety standards, precautions, policies, and injury; environmental stressors, overtraining signs, and common injury in exercise training; and skill in first aid/CPR.

Demonstrate knowledge of program administration, marketing, monitoring, management, and evaluation.

Demonstrate knowledge of cardiovascular, pulmonary, metabolic, and musculoskeletal risk factors or conditions that may require consultation with medical personnel before testing or training.

Forensic Child Psychology Certificate
Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Bachelor of Science in Gerontology
Program graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Master of Science in Health Promotion and Wellness Management
Upon completion of the HPWM program, each student will be able to:
- Apply at least one health behavior theory to a real-world health program.
o Demonstrate the ability to conduct a needs assessment. (Public Affairs-cultural competence, community engagement)
o Describe the behavioral, environmental, and genetic risk factors for chronic diseases.
o Successfully identify appropriate programmatic strategies to meet the needs of specific populations. (Public Affairs-ethical leadership)
o Describe at least three fundamental skills in managing a health-related program.
o Identify the ethical considerations associated with planning, implementing, and evaluating health programs.

**Bachelor of Science in Health Services (pending approval of the CBHE)**

Graduates of the B.S. in Health Services program will be able to:
o Utilize appropriate technology in health care delivery and management.
o Interact with persons from diverse backgrounds in a culturally competent manner.
o Manage human and fiscal resources in a cost-effective manner to provide quality health care.
o Practice within ethical and legal boundaries in the health care setting.
o Integrate best current evidence with clinical expertise and patient preferences for delivery of optimal health care.
o Communicate effectively with interprofessional team members, patients, and patient families.
o Provide leadership in interprofessional education and practice to improve patient safety and health care quality.

**Master of Science in Nurse Anesthesia**

Program graduates will:
o Demonstrate competencies consistent with best practices in their discipline.
o Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
o Communicate effectively, both orally and in writing, in academic and professional settings.
o Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
o Exhibit ethical leadership skills in professional practice and community service.
o Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
o Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

**Bachelor of Science in Nursing (BSN and BSNC)**

Program graduates will:
o Utilize a systematic, deliberative approach in providing health care to clients in diverse settings.
o Implement professional nursing roles for practice in a variety of health care settings.
o Demonstrate beginning competence in communication, critical thinking, and therapeutic nursing intervention skills as a generalist in professional nursing practice.
o Evaluate professional nursing practice, based on professional, legal and ethical standards.
o Demonstrate professional development and preparation for lifelong learning.
o Utilize knowledge from the arts and sciences in professional nursing practice.

**Master of Science in Nursing (MSN) and Post-Masters Certificates**

Program graduates will:
o Utilize a systematic deliberative approach in implementation of advanced nursing roles.
o Demonstrate competence in advanced communication, critical thinking, research, and therapeutic nursing intervention skills in area of role specialization.
o Integrate legal, ethical, and professional guidelines as standards for nursing practice into area of specialization.
o Develop advanced nursing roles in area of role specialization, integrating knowledge and theory from the arts, sciences, and nursing.
o Develop strategies to influence nursing, health care, and health care policy.
o Demonstrate professional development and preparation of life-long learning in areas of role specialization.

Doctor of Nursing Practice (DNP)
Program graduates will:
o Incorporate a scientific, deliberate approach to advanced nursing practice and clinical scholarship to improve the health and health care of individuals, groups, and populations, with special emphasis on rural and vulnerable populations.
o Demonstrate advanced skills in communication, critical thinking, translational research, and nursing practice to address the quality of health and safety of healthcare delivery to individuals, groups, and populations.
o Implement the advanced practice nursing roles as practitioner, leader, innovator, clinical scholar, healthcare advocate, and collaborator to address the current and future health and healthcare delivery needs at the individual, group, population, and system level.
o Evaluate, synthesize, and apply scientific evidence from multiple disciplines to improve and transform health care and health care outcomes
o Develop evidence-based clinical prevention and population health approaches to influence nursing practice, healthcare, and health policy at the system to global levels.
o Demonstrate professional development and skills for life-long learning as a nurse leader and advanced practice nurse.
o Use a multidisciplinary, collaborative approach to decrease or eliminate health disparities in diverse and vulnerable populations.
o Incorporate technology into health care systems to transform practice, health care delivery, and health policy.
o Demonstrate advanced practice leadership through the incorporation of ethical, cultural, social, political, and economic strategies to transform health systems.

Bachelor of Science in Education - Physical Education
Upon completion of the K-12 Physical Education Teacher Education program at Missouri State University a student will:
o Select and create learning experiences that are appropriate for curriculum goals, relevant to learners, show evidence of sequential learning, incorporate modifications for variations in learning styles and performance, and are based on the principles of effective instruction.
o Demonstrate competence in movement skills, analyze the performance of motor skills (particularly team and individual sports activities and dance/rhythms), as well as prepare and teach written lesson plans which address student learning of motor skills and analysis and assessment of these skills.
o Describe and apply physiological and biomechanical concepts related to skillful movement, movement patterns, motor development and motor learning, biomechanics, and developmental readiness to learn.
Plan and adapt instruction for diverse student needs including specific accommodations and/or modifications for student exceptionalities and specialized needs.

Demonstrate knowledge of current technology by planning and implementing learning experiences that require students to appropriately use technology to meet lesson objectives as well as use technological applications to facilitate effective assessment and evaluation strategies, and enhance personal productivity and professional practice.

Maintain a health-enhancing level of fitness throughout the program as well as be able to collect and analyze personal fitness data.

Demonstrate effective communication and pedagogical skills, utilize strategies to enhance student engagement and learning, and create appropriate managerial rules and routines in order to create a safe effective learning environment.

**Master of Science in Physician Assistant Studies**

Program graduates will:

- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

**Bachelor of Science/Bachelor of Arts in Psychology**

- Students will demonstrate familiarity with the major concepts, theoretical perspectives, empirical findings, and historical trends in psychology.
- Students will use critical and creative thinking as they demonstrate basic research skills in psychology, including research design, data analysis, and interpretation.
- Students will understand and apply psychological principles to personal, social, and organizational issues.
- Students will be able to weigh evidence, tolerate ambiguity, act ethically, and reflect other values that are the underpinnings of psychology as a discipline.
- Students will recognize, understand, and respect the complexity of sociocultural and international diversity.
- Students will emerge from the major with realistic ideas about how to implement their psychological knowledge, skills, and values in occupational pursuits in a variety of settings.

**Master of Science in Psychology**

Program graduates will:

- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
Exhibit ethical leadership skills in professional practice and community service.
Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Doctor of Physical Therapy (DPT)
Graduates will demonstrate:
- The skills, sufficient level of knowledge, critical thinking, integration of knowledge and professional attitudes required for providing effective physical therapy services, as well as promote engagement in lifelong learning
- Sensitivity to cultural, social, economic and ethnic diversity during professional and personal interactions with other professionals, patients, family members and others.
- Excellent written and oral communication skills as exemplified by increased scores on oral presentation of case studies and research outcomes throughout the program.

Practice with excellence, serve as leaders in a global society where healthcare is constantly changing, and commit to personal and professional growth and development.
Pursue ongoing assessment and evaluation that is responsive to change in self, others, and the environment.
Employ critically reflective thinking strategies in the provision of physical therapy services and in the pursuit of personal and professional development.

Master of Public Health (MPH)
Graduates of the MPH program will be able to:
- Identify and apply appropriate statistical methods to analyze and describe a public health problem
- Use epidemiologic methods to analyze patterns of disease and injury and discuss application to control problems
- Understand the relationship between environmental factors and community health; discuss remediation for environmental health problems
- Demonstrate the ability to apply principles of leadership, policy development, budgeting and program management in the planning, implementation and evaluation of health programs for individuals and populations
- Address behavioral, social and cultural factors that impact individual and population health and health disparities over the life course

Bachelor of Science in Radiography
Graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.
Bachelor of Science in Recreation, Sport and Park Administration

Graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Bachelor of Science in Respiratory Therapy

Graduates will:
- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

Bachelor of Social Work (BSW)

Program graduates will:
- Identify as a professional social worker and conduct oneself accordingly
- Apply social work ethical principles to guide professional practice
- Apply critical thinking to inform and communicate professional judgments
- Engage diversity and difference in practice
- Advance human rights and social and economic justice
- Engage in research-informed practice and practice-informed research
- Apply knowledge of human behavior and the social environment
- Engage in policy practice to advance social and economic well-being and deliver effective social work services
- Respond to contexts that shape practice
- Engage, assess, intervene, & evaluate with individuals, families, groups, organizations, & communities

Master of Social Work (MSW)

Program graduates will:
- Identify as a professional social worker and conduct oneself accordingly
- Apply social work ethical principles to guide professional practice
Apply critical thinking to inform and communicate professional judgments

- Engage diversity and difference in practice
- Advance human rights and social and economic justice
- Engage in research-informed practice and practice-informed research
- Apply knowledge of human behavior and the social environment
- Engage in policy practice to advance social and economic well-being and deliver effective social work services
- Respond to contexts that shape practice
- Engage, assess, intervene, & evaluate with individuals, families, groups, organizations, & communities

**Sports Management Certificate**

Graduates will:

- Demonstrate competencies consistent with best practices in their discipline.
- Demonstrate the ability to think critically, to analyze complex and diverse concepts, and to use reason and judgment.
- Communicate effectively, both orally and in writing, in academic and professional settings.
- Interact effectively and respectfully with people from diverse backgrounds and cultures and work through differences with civility.
- Exhibit ethical leadership skills in professional practice and community service.
- Utilize knowledge and skills related to their discipline to engage in activities that directly benefit the University or the civic community.
- Demonstrate readiness to pursue life-long learning through continuing education, scholarship, service, and participation in professional organizations.

**Assessment Process**

The College of Health and Human Services organized an Assessment Advisory Council comprised of a representative from each department to assist with the assessment process in the College. Programs in the College are accredited by 12 different accrediting agencies recognized by the U.S. Department of Education, and formats of published student learning outcomes and competencies must be consistent with disciplinary accreditation standards identified by these agencies. The College Student Learning Outcomes are appropriate to supplement disciplinary standards or may be used by programs that do not have specific accreditation outcomes. By necessity, there is considerable variation in the implementation of the assessment process. In general, programs define student learning outcomes and develop curricular maps to ensure developmental progression, disseminate learning outcomes to students in course syllabi, have identified measures for each outcome, and have a process for data collection and analysis. Results are reviewed by faculty to adjust or improve the program as needed, and are disseminated through departmental annual reports and accreditation reports or self-studies.

**Timeline**

Data collection occurs throughout the year according to each program’s Assessment Plan. Results are analyzed and reviewed by faculty at committee meetings, departmental meetings, or departmental retreats at least annually. Curricular or other programmatic changes resulting from the assessment process are reported annually to the College Dean in the Departmental Annual Report and are shared with program, departmental, and college advisory councils as appropriate. Additionally, results of assessments are submitted as part of self-studies and/or annual reports to program accrediting agencies according to their reporting cycles.