

CILMAR Annual Cycle of Assessment: 2020 Plan

Reporters: CILMAR Leadership Team

Responsible for collating submitted data and analyzing for the report:

- Yngve – Goal 1
- Stahl – Goal 2
- Benson – Goal 3

Timeline of Assessment: 2020 Calendar Year

- Annual cycle planning for 2020 based on 2019 report completed by February 15, 2020
- Plan implementation and data collection throughout the year, with reporting upward in January 2021
- Annual cycle planning for 2021 based on 2020 report completed by February 15, 2021

Vision

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

Mission

We promote and facilitate intercultural learning opportunities for all Boilermakers.

2020 Goals

- CILMAR will uphold and advance our mission.
- CILMAR will engage proactively at the intersections of intercultural and equity, diversity, and inclusion disciplines and structures.
- CILMAR will solidify (the quality of) and amplify (the reach of) its reputation as an innovative leader in and outside of Purdue.

Specialist Responsibilities

- For programs designated for assessment, meet with Katherine before February 10 to articulate a mission-aligned learning outcome and appropriate target, and then follow through with that assessment cycle by collecting, analyzing, and applying data (Goal 1)
- Liaise with your chosen EDI internal and external partners, defining shared goals, taking action on a collaboration to achieve them, assessing appropriately as decided in your collaboration, and publicizing via social media (Goal 2)
- Engage in EDI-related professional development at staff meetings (6x) and on an individual basis (4x) (Goal 2)
- Write / co-write at least one scholarly report (e.g., white paper on the HubICL, book chapter, peer-reviewed article, or grant) (Goal 3)
- Dedicate an average of 3 hours a week to achieving your personal HubICL contribution targets (Goal 3)
- Recruit new HubICL members and mentor external partners in contributing content to the HubICL (Goal 3)

Goal 1

CILMAR will uphold and advance our mission to promote and facilitate intercultural learning at Purdue and beyond.

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
Each aspect of CILMAR's mission will be demonstrably supported by outcomes of CILMAR programs.	1A. CILMAR will cultivate the knowledge, skills, and attitudes of intercultural competence.	1A. We will define and assess faculty/staff learning outcomes for the Worldview Workshops program aligned with this aspect of CILMAR's mission.	1A. TBD by Aletha and Katherine (with leadership subsequently to be taken by the new hire)
	1B. CILMAR will provide opportunities and resources for engaging with, adapting to, and bridging across difference.	1B. We will define and assess student learning outcomes for the SAIL courses aligned with this aspect of CILMAR's mission.	1B. TBD by Dan and Katherine.
	1C. CILMAR will foster inclusion, belongingness, and community.	1C. In collaboration with our EDI colleagues, we will assess inclusion, belongingness, and community building outcomes of EDI-related events we co-lead.	1C. Since we won't know until we liaise with our EDI partners what their preferences and current practices may be, we will aim for baselining in this target.
	1D. CILMAR will mentor intercultural leaders.	1D. We will define and assess faculty/staff developmental and productivity outcomes for the Growing Intercultural Leaders program aligned with this aspect of CILMAR's mission.	1D. TBD by Aletha and Katherine
	1E. CILMAR will support innovative scholarship.	1E. We will define and assess faculty/staff productivity outcomes for the Seed Grant program aligned with this aspect of CILMAR's mission.	1E. TBD by Lan and Katherine
	1F. CILMAR will encourage best practices in teaching and learning (including assessment).	1F. We will define and assess faculty implementation of best practices for the Intercultural Pedagogy Grant program aligned with this aspect of CILMAR's mission.	1F. TBD by Dan and Katherine

Goal 2

CILMAR will engage proactively at the intersections of intercultural and equity, diversity, and inclusion disciplines and structures.

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
2A. CILMAR will collaborate with Equity, Diversity, and Inclusion (EDI) colleagues in and beyond our institution to define and attain shared goals.	2A. CILMAR staff will liaise with various internal and external EDI partners to identify mission overlap and collaborate on events, programs, presentations, workshops, and research projects.	2A. CILMAR specialists will report in an end-of-year survey their established partnerships, shared goal mapping, and planned and implemented collaborative projects.	2A. We will document shared goals with at least one internal and one external partner for each CILMAR specialist, with at least one collaboration per partner.
2B. The CILMAR team will routinely engage in professional development activities related to equity, diversity, and inclusion.	2B. We will continue to work through the remaining chapters of What if? text and regularly attend EDI-related events as a team. In addition, specialists will regularly participate in EDI-related PD opportunities individually.	2B. Records of CILMAR staff meetings and team-attended events will reflect regular engagement with multicultural issues and perspectives, and specialists will report voluntarily attending EDI-related PD (unrelated to their own collaborative efforts) on and off campus.	2B. We will engage as a group in at least six activities / discussions in staff meetings and/or team-attended PD events, and each specialist will attend at least four EDI-related events individually.

Goal 3

CILMAR will solidify (the quality of) and amplify (the reach of) its reputation as an innovative leader in and outside of Purdue.

Expected Outcomes	Actions	Assessment Methods/Measures	Targets
3A. CILMAR professional staff will produce and disseminate cutting-edge intercultural innovations.	3A. CILMAR professional staff will work individually and in teams to generate original intercultural work, including pedagogical innovations (e.g., new or adapted pedagogical tool; presentation, workshop, or guest lecture) and scholarly reports (e.g., white paper on the HubICL, book chapter, peer-reviewed article, or grant).	3A. Staff will report their productivity in the end-of-year Qualtrics survey. Annette will monitor and report on CILMAR productivity in creating new innovations.	3A. All CILMAR professional staff will create and share (e.g., on campus, at a conference, in the HubICL, etc.) at least three original intercultural pedagogical innovations and at least one scholarly report. In addition, CILMAR team efforts will exceed 35 innovations and 10 reports.
3B. CILMAR will model and support transparent, rigorous, systematic, large-scale, long-term, and frequent assessment of intercultural learning outcomes at Purdue.	3B. CILMAR staff will consult with and provide training for schools and departments to plan and implement large-scale and long-term intercultural learning assessment programs.	3B. We will document the school- and college-wide assessment programs planned and implemented.	3B. Assessment programs for intercultural learning will be in place in at least six units across at least three colleges.
3C. CILMAR will ensure that intercultural resources are highly accessible across campus and to other institutions and partners.	3C. CILMAR will leverage the Intercultural Learning Hub (www.hubicl.org) worldwide to disseminate scholarship, provide teaching and assessment resources, and offer professional development.	3C. We will monitor number of members, percentage of active members, personal targets of each CILMAR specialist, number of external content contributors, and completion of a professional development area to the HubICL.	3C. By the end of 2020, the HubICL will have over 3000 members, half of which will be active (accessing their accounts more than once). All CILMAR specialists will meet their individual contribution goals for original HubICL content and will mentor at least three external partners through completion of a curation process. We will complete the new PD module container in the HubZero platform.