

Include: 1 yr and 2 Yr Fall-to Fall Retention for FT students; 1 yr to 6 years Fall-to-Fall Retention for PT students

PO3: Time-to Degree

PO4: Student Employment Status (*Post completion of Graduate Program*)

May include: job placement rates (in/outside discipline); job characteristics; job compensation;

PO5: Student Continuing Education (Post Master's)

May include: admission to further studies, e.g. doctorate or professional degrees);

Program Effectiveness: Program Quality, Sustainability, and, Viability

PO6: Indicators of program's impact and transformation

May include: local; regional, national program reputation; program ranking (if available); discipline-specific accreditation (if applicable); students' perception of program quality;

PO7: Teaching Effectiveness (*performance indicators regarding instructors are formulated by graduate faculty and approved by College Deans and Provost*)

May include: quality indicators for instruction; class size; faculty-student ratio; student evaluations of teaching effectiveness; faculty qualifications; faculty resources (number and productivity ratios);

PO8: Sustainable Growth: Enrollment capability to: (1) generate needed financial resources to support the program; and (2) produce a viable number of graduates per year

May include: program's credit hour production; completions; demand/supply-admission applications/admissions rate/ yield rate; productivity gains (e.g. recruitment, instructional delivery systems, ratio of tuition revenue to program's cost, etc.

Assessment of Program-Operational Outcomes:

- **Direct (Evidence-based)**
 - **Institutional Research Statistical Reports**
 - **Discipline-specific accreditation records (as available)**
 - **Career Services Students and Employers Employment Records (as available)**
 - **Recruitment Records**
 - **Program Internal Student Records (publications)**
 - **Business Office analytical reports (as available)**
- **Indirect:**
 - **Surveys of Graduates (at time of graduation and follow-up)**
 - **Employers Surveys**