



# PLO No. 24 Report

## Assessment Measures and Results

At Cal Poly's Construction Management Department, PLO 24 (Understand the importance of recognizing culture differences and role culture plays on influencing project success for a construction team) is assessed using two different instruments, listed below.

### Assessment Measure 1: Survey – Industry Employer

### Indirect Measure

At the end of each academic year, surveys are sent out to industry members who recruit and employ Cal Poly Construction Management graduates assessing graduates' abilities to understand the importance of recognizing culture differences and role culture plays on influencing project success for a construction team. Surveys have been sent out in the spring of 2016 and each spring from 2018 through 2020.

Our goal is that at least 50% of employers assess students' ability as good or above. In each of the years this survey was conducted, over 66% of employers answered good or above, exceeding the target.

### Assessment Measure 2: Survey – Graduating Senior/Recent Alumni

### Indirect Measure

At the end of each academic year, surveys are sent out to graduating seniors assessing personal abilities to understand the importance of recognizing culture differences and role culture plays on influencing project success for a construction team. Surveys have been sent out in the spring of 2016 and each spring from 2018 through 2020.

Our goal is that at least 65% of students indicate their ability as good or above. In each of the years this survey was conducted, we well exceeded our target, with at least 86% of respondents answering good or above.

## Evaluation of Assessment Data



This PLO is of performing well. The assessment measures all indicate that students understand the importance of recognizing culture differences and role culture plays on influencing project success for a construction team.

The indirect assessments are considered valid for this measure.

The measure does not indicate that students struggle with this measure, but there is no way to identify areas of concern within the instrument. Senior exit interviews have been conducted each year and ask specifically about this measure, but the results have not been fully analyzed.

Additionally, students are asked on the survey about additional extracurricular involvement with study abroad programs and inter-disciplinary experience. Both of these extracurricular activities bring about additional experiences and cultural immersion, providing additional opportunities to recognize differences and culture.

Upon review of the curriculum map, there are several courses that provide this content.



# PLO No. 24 Report

## Quality Improvement Plan

Data for this PLO is collected annually and provided to the Outcomes Assessment Committee.

Industry and graduating senior surveys are collected each spring. Results from surveys are housed by the Outcomes Assessment Committee.

Every three years, the annually collected data will be analyzed by the faculty, with identification of strengths, weaknesses, and recommendations for curricular change, program change, or assessment instrument modifications. This analysis will happen in the following years:

2022/2023

2025/2026

2028/2029

2031/2032

## Actions Taken

As a result of the assessment data collected, the department has taken the following actions:

- In Spring 2019, the department began asking about student involvement with study abroad programs and inter-disciplinary experiences.
- Starting in Academic Year 2020-2021, senior exit interviews will be analyzed to identify potential areas for improvement.

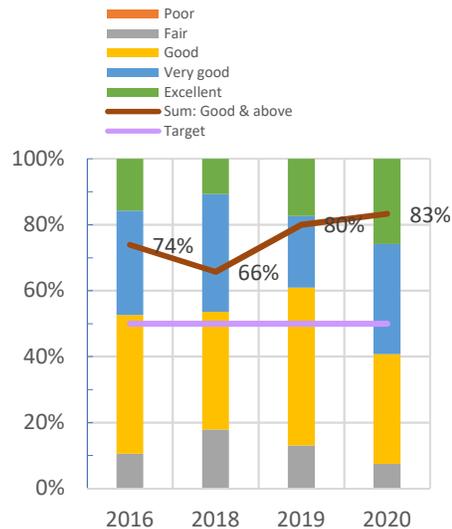
# Assessment Summary

PLO No. 24 – Understand Culture

## Assessment Measure 1

**Assessment Method:** Surveys  
**Type of Measure:** Indirect  
**Goal:** 50% of employers answer good or above

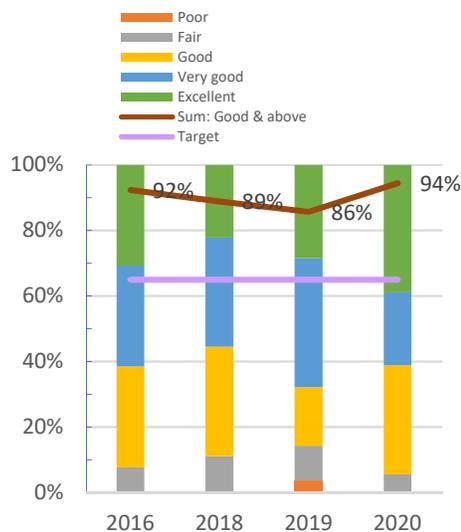
Employer Survey Summary - PLO No.24



## Assessment Measure 2

**Assessment Method:** Surveys  
**Type of Measure:** Indirect  
**Goal:** 65% of graduating students and recent alumni answer good and above

Graduating Seniors & Recent Alumni Results - PLO No.24



# Resulting Actions and Follow-Up

PLO No. 24 – Understand Culture

## Original Assessment Measure

**Spring 2016** First assessment measure implemented

## Modifications to Original Assessment Measure

**Spring 2019** The graduating student survey was updated to include questions about additional extracurricular involvement while on campus.

# Assessment Measures 1 & 2: Details

PLO No. 24 – Understand Culture

## Methods of Assessment

Surveys are sent out each year to industry employers, graduating seniors, and recent alumni. Surveys ask respondents to rank each of the 25 PLOs against student performance with the scale of (1) unable to assess; (2) poor; (3) fair; (4) good; (5) very good; (6) excellent.

Industry employers are asked to rate their perception of Cal Poly student performance for each of the 25 PLOs.

Graduating seniors and recent alumni are asked to rank their individual performance in each PLO area based on their individual perception.

## Assessment Reasoning

The surveys are used to identify overall how the program is perceived by industry and how students perceive their attainment of each individual PLO.

## Data Collection and Distribution

Annually, each spring, a member of the outcomes assessment committee sends out a survey to (1) industry employers; (2) graduating seniors; and (3) recent alumni using Survey Monkey. Results are collected from each group, shared with the outcomes assessment committee, and shared with the department at the fall retreat.

## Result Expectations

The goal is that 50% of employers answer good or above and 65% of graduating students and recent alumni answer good and above.

## Employer Survey Results by Year

	<b>2016</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Number of Responses	23	35	25	30
Unable to assess	17%	20%	8%	10%
Poor	0%	0%	0%	0%
Fair	9%	14%	12%	7%
Good	35%	29%	44%	30%
Very good	26%	29%	20%	30%
Excellent	13%	9%	16%	23%
Sum: Very good & Excellent	39%	37%	36%	53%
Sum: Good & above	74%	66%	80%	83%
Target	50%	50%	50%	50%

# Assessment Measures 1 & 2: Details

PLO No. 24 – Understand Culture

## Graduating Seniors and Recent Alumni Results by Year

	2016	2018	2019	2020
Number of Responses	13	18	28	0
Unable to assess	0%	0%	0%	0%
Poor	0%	0%	4%	0%
Fair	8%	11%	11%	6%
Good	31%	33%	18%	33%
Very good	31%	33%	39%	22%
Excellent	31%	22%	29%	39%
Sum: Very good & Excellent	62%	56%	68%	61%
Sum: Good & above	92%	89%	86%	94%
Target	65%	65%	65%	65%

## Graduating Students Who Participated in Study Abroad and Interdisciplinary Programs

The chart below shows the number of survey respondents who participated in study abroad and interdisciplinary experiences.

	2019	2020
Number of Responses	28	18
Students who studied abroad	3	10
Percentage	11%	56%
Students who had an inter-disciplinary experience	14	6
Percentage	50%	33%