**CRES Program**

**Assessment Plan**

***The Conflict & Dispute Resolution Program expects that our graduates should be able to:***

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| **Outcome No.** | **Learning Outcomes** | **Performance Indicators** |
| **1** | * Integrate and apply a broad range of theoretical concepts, processes, skills, and strategies to analyze, prevent, manage, and resolve conflicts.
 | *Students will demonstrate achievement of this learning outcome by doing the following:** Successfully completing a course in:
	+ Negotiation
	+ Mediation
	+ Perspectives on Conflict
	+ Psychology of Conflict
	+ Philosophy of Conflict
	+ Cross Cultural Dynamics in Conflict Resolution
* Completing an experiential learning opportunity in which a significant focus includes conflict management theory and skills. “Experiential learning opportunities” include internships, clinics, seminars, workshops, professional conferences, volunteer opportunities, etc.

*Institutional efforts and opportunities to facilitate this learning outcome include:** Opportunities for the practice of negotiation through internship developments
* Co-curricular observation opportunities, volunteering opportunities and outside speakers.
* Non-credit bearing skill-building workshops.
* Engagement and support of student groups (e.g., Students Engaged in Dialogue & Discourse)
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|  | *How will we assess this?* | *What kinds of specific performance measures would tell us that students are achieving this outcome?** Satisfactory completion of core, electives, and internships
* Successfully apply theoretical concepts in final exams and written work product.
* Feedback from internship supervisors on skill level.
* Instructor observation and feedback on absolute skill level, and skill progression.
* Number of student writing awards, competitions, or other professional accolades.
* Acceptance rate in PhD Programs (among the small subset of students interested in pursuing a PhD).
* Alumni survey.
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| **2** | Understand the contexts in which conflicts occur and apply to them the appropriate conflict and dispute resolution theory and skills.  | *Students will demonstrate achievement of this learning outcome by doing the following:** Completion of course papers
* Successful completion of final projects (thesis, terminal project, course concentration)
* Journaling through internships
* Completion of cross-cultural dynamics in conflict resolution course

*Institutional efforts and opportunities to facilitate this learning outcome include:** Visiting speakers
* Specialized skill-building workshops
* Engagement and support of student groups
* Support of participation and engagement in professional conferences
* Coordination with other departments to facilitate cross-registration in other departments
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|  | *How will we assess this?* | *What kinds of specific performance measures would tell us that students are achieving this outcome?** Participation and performance in courses offered outside the department.
* Participation level in co-curricular opportunities described above.
* Feedback from internship supervisors
* Feedback from thesis advisors.
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| **3** | Facilitate, lead, and engage in constructive communication and collaborative problem-solving in a variety of interpersonal, cross-cultural, and intra-and inter-institutional settings. | *Students will demonstrate achievement of this learning outcome by doing the following:** Completion of skill-building simulation courses
* Completion of internships & extracurricular activities that include application of skills

*Institutional efforts and opportunities to facilitate this learning outcome include:** Facilitate internship opportunities
* Facilitate and support collective program evaluation through forums such as town hall meetings, etc.
* Support skill building activities (e.g., negotiation and mediation competitions, etc.)
* Frohnmeyer Leadership Program
* Coordination with other departments to facilitate cross-registration in other departments
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|  | *How will we assess this?* | *What kinds of specific performance measures would tell us that students are achieving this outcome?** Strong post-graduate employment levels
* Student selection for leadership roles on and outside of campus
* Participation level in skill building activities
* Employment rate
* Alumni survey
* Number of students participating in Frohnmeyer Leadership Program
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| **4** | Recognize, understand, acknowledge, and address the role of power, difference, and inequity in conflict.  | *Students will demonstrate achievement of this learning outcome by doing the following:** Engaging with the School of Law’s Diversity Action Plan where appropriate
* Exploring and applying these concepts through research, writing, and internships

*Institutional efforts and opportunities to facilitate this learning outcome include:** Frohnmeyer Leadership Program
* Leweicki award for service to underserved populations
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|  | *How will we assess this?* | *What kinds of specific performance measures would tell us that students are achieving this outcome?** Performance in Psychology of Conflict, Perspectives on Conflict, Cross-Cultural Perspectives in Conflict
* Student participation in co-curricular opportunities at the law school relating to the diversity action plan
* Student climate survey
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| **5** | Demonstrate deepened and self-reflective skills in critical thinking, research, writing, ethics, and the craft of conflict management.  | *Students will demonstrate achievement of this learning outcome by doing the following:** Completion of internships, including the associated self-reflection writing requirement
* Completion of written final projects

*Institutional efforts and opportunities to facilitate this learning outcome include:** Internship counseling
* Advising for final projects
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|  | *How will we assess this?* | *What kinds of specific performance measures would tell us that students are achieving this outcome?** Completion of final project
* Reviewing midterm evaluations for internships
* Alumni survey
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