

Degree Program Objective 1

Maintain ACCE Accreditation

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #1 is to maintain ACCE accreditation. The UNF CM Department has maintained the ACCE bachelor's degree program accreditation from 2000 to the present. This is the objective that the degree program continuously operates and improves to meet or exceed the ACCE standards and requirements.

2.0 Description of the Assessment Method & Target

Direct Measures: CM faculty members and the Department Chair analyze the progress of the degree program objective #1 at the end of the Spring Semester or the beginning of the Fall Semester on the Likert Scale of 1 – 5, as shown in the table below. The current evaluation is 4 out of 5, as the target is 4.

Likert Scale	1	2	3	4	5
Rubric / Cycle	The degree program does not operate to meet the ACCE standards and requirements.	The degree program only maintains the minimum ACCE standards.	The degree program meets the ACCE standards and requirements.	The degree program exceeds the ACCE standards and requirements.	The degree program far exceeds the ACCE standards and requirements.
Fall 2024			X		
Spring 2025				X	

Degree Program Objective 2

Increase enrollment to 400 undergraduate students

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #2 is to increase enrollment to 400 undergraduate students by 2028. The UNF CM Department has grown from approximately 100 students in 2010 to over 300 in 2023. The size of the undergraduate student class is critical to supplying entry-level construction professionals into the construction industry. As the demand for the construction industry has continuously increased in recent years, the CM department has set an objective to follow up on it.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair analyzes the progress of the degree program objective #2 when the official enrollment data becomes available and it is discussed during the faculty meeting. The assessment result is on the Likert Scale of 1 – 5, as shown in the table below. The current evaluation is 3 out of 5, as the target is 4.

Likert Scale	1	2	3	4	5
Rubric / Cycle	Enrollment has dropped by more than 10% compared to last year.	Enrollment has dropped by more than 5% compared to last year.	Enrollment has been maintained between -5% and +5% compared to last year.	Enrollment has increased by more than 5 % compared to last year.	Enrollment has increased by more than 10 % compared to last year.
Fall 2024			X (312-304)		
Spring 2025			X (291)		

The undergraduate enrollment has decreased slightly (approximately 2.5%) between Fall 2023 and Spring 2025. No significant changes were made. Approximately 6% enrollment growth per year is required to achieve objective #2.

Degree Program Objective 3

Increase enrollment to 50 graduate students

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #3 is to increase enrollment to 50 graduate students by 2028. The UNF CM Department started the master's program in Construction Management (MSCM) in 2021. The course-only option requires 30 credit hours and typically takes 1.5 to 2 years, depending on the schedule. As the demand for the construction industry and international students has continuously increased in recent years, the CM department sets an objective to follow up on it.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair analyzes the progress of the degree program objective #2 when the official enrollment data becomes available. The assessment result is on the Likert Scale of 1 – 5, as shown in the table below. The current evaluation is 5 out of 5, as the enrollment growth rate is approximately 35%. We set the target to 4 out of 5.

Likert Scale	1	2	3	4	5
Rubric / Cycle	Enrollment has dropped by more than 10% compared to last year.	Enrollment has dropped by more than 5% compared to last year.	Enrollment has been maintained between -5% and +5% compared to last year.	Enrollment has increased by more than 5 % compared to last year.	Enrollment has increased by more than 10 % compared to last year.
Fall 2023			X (16)		
Fall 2024					X (29)
Spring 2025					X (39)

The graduate enrollment has significantly increased to 81% between Fall 2023 and Fall 2024, and 35% between Fall 2024 and Spring 2025. It is expected to achieve the objective #3 within a year or two terms.

Degree Program Objective 4

Place over 90% of undergraduate students in construction jobs within 6 months of graduation

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #4 is to place over 90% of undergraduate students in construction jobs within six months of graduation. Most graduating seniors secure full-time career jobs before graduation. Only a few students typically wait or seek another opportunity when we conduct the survey. Thus, job placement for undergraduate students has been assumed to be at least 90% in recent years.

The trend may change if the construction industry business environment changes, especially in Northeast Florida.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair and faculty members conduct a graduating senior survey from the Capstone course before the final week of the graduating semesters (Fall/Spring) and analyze the data for many different purposes. Although the graduating senior survey data is too early to determine the job placement for all graduating senior students, we expect that the job placement rate will increase within 6 months of graduation. The assessment result for objective #4 is on the Likert Scale of 1 – 5, as shown in the table below. We set the target to 4 out of 5.

Likert Scale	1	2	3	4	5
Rubric / Cycle	Undergraduate student job placement within six months of graduation – less than 50%	Undergraduate student job placement within six months of graduation – 60 % - 70%	Undergraduate student job placement within six months of graduation – 70 % - 80%	Undergraduate student job placement within six months of graduation – 80 % - 90%	Undergraduate student job placement within six months of graduation – 90 % - 100%
Fall 2023					X (91%) – 31 out of 34
Spring 2024					X (91%) – 41 out of 45
Fall 2024				X (88%) – 22 out of 25	
Spring 2025					X (90%) – 28 out of 31

The above job placement percentage does not include students in the negotiation/search process or decision-making process regarding multiple offers. Job placement increases as students graduate. Therefore, the current evaluation is 5 out of 5.

Degree Program Objective 5

Increase scholarly activities and research performance by faculty members

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #5 is to increase faculty scholarly activities and research performance. This would contribute to improving the long-term quality of the degree program. The scholarly activities and research performance are typically assigned to tenure-track full-time professors in the degree program. Lectures and visiting professors are not typically assigned to do the scholarly work. However, the degree program strongly recommends participating in scholarly activities and research performance.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair conducts a faculty performance assessment every academic year.

The assessment result for objective #5 is on a Likert Scale of 1 – 5, as shown in the table below. We set the target to 4 out of 5.

Likert Scale	1	2	3	4	5
Rubric / Cycle	Significant decrease in scholarly activities and research performance compared to the previous year	Decrease in scholarly activities and research performance compared to the previous year	Maintain the level of scholarly activities and research performance compared to the previous year	Moderate increase in scholarly activities and research performance compared to the previous year	Significant increase in scholarly activities and research performance compared to the previous year
Fall 2023 (FY 22-23)	Baseline				
Fall 2024 (FY 23-24)				X	

The assessment started in the fall of 2023 as a baseline. The faculty's scholarly activities and research performance above do not include other creative activities and industry collaboration. The assessment may expand depending on the type of activities in future assessments. The current evaluation is 4 out of 5.

Degree Program Objective 6

Increase participation in the professional student chapters and clubs

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #6 is to increase participation in the professional student chapters and clubs. This would contribute to improving the visibility of the degree program and active learning environment through the extracurricular activities for the degree program. We have five active student clubs and a faculty member is assigned to provide an advising role for the club.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair collects data for the student participation assessment for the clubs every academic year. The following tables present the number of active student members for each club. The target is 5 percent annual growth, matching the Likert Scale 4.

Clubs	F22 –S23	F23 –S24	F24-S25	Increment (%)	Performance Target	Faculty advisor
ABC	10	12	25	150%	5%	Michele
NAHB	9	12	16	78%	5%	Drew
NASTT	10	8	12	20%	5%	John
WIC	15	12	15	0%	5%	Erin
SLC	Added back in 2023	12	25	108%	5%	Vamsi
Total	44	56	93	71% (Avg)	5%	

The assessment results for objective #5 on a Likert Scale of 1 – 5 are shown in the table below. We set the target to 4 out of 5.

Likert Scale	1	2	3	4	5
Rubric / Cycle	Significant Decrease in student club participation compared to the previous year	Decrease in student club participation compared to the previous year	Maintain the student club participation compared to the previous year	Moderate increase in student club participation compared to the previous year	Significant increase in student club participation compared to the previous year
FY 23-24					X
FY 24-25					X

The assessment started in the fall of 2023 as a baseline. Student participation in the chapters and clubs increased significantly to 71% in Spring 2025. The current evaluation is 5 out of 5.

Degree Program Objective 7

Increase participation in regional and national student competitions

1.0 Introduction

The Degree Program Objectives are revised during Fall 2024 as the new CM strategic plan is revised and implemented from Spring 2024. Degree Program Objective #7 is to increase participation in regional and national student competitions. This would improve the degree program's visibility and the active learning environment through extracurricular activities that compete with CM students from other institutions. We typically participate in five competitions throughout the year and a faculty member is assigned to provide an advising role for the competitions.

2.0 Description of the Assessment Method & Target

Direct Measures: The department Chair collects data for the student participation assessment for the clubs every academic year. The following tables present the number of active student members for each club. The target is 5 percent annual growth. The target is 5 percent annual growth, matching the Likert Scale 4.

Competition	F22 –S23	F23 –S24	F24-S25	Increment (%)	Performance Target	Faculty advisor
ABC	5	6	8	60%	5%	Michele
NAHB	6	6	10	67%	5%	Drew
AIC	4	4	5	25%	5%	John
ASC (Heavy Civil)	0	5	5	0%	5%	John
ASC (Commercial)	n/a	n/a	6	0%		
Roofing Alliance	5	5	5	0%	5%	Erin
Total	20	26	39	30% (Avg)	5%	

The assessment results for objective #5 is on a Likert Scale of 1 – 5 are shown in the table below.

Likert Scale	1	2	3	4	5
Rubric	Significant Decrease in student club participation compared to the previous year	Decrease in student club participation compared to the previous year	Maintain the student club participation compared to the previous year	Moderate increase in student club participation compared to the previous year	Significant increase in student club participation compared to the previous year
FY 23-24					X
FY 24-25					X

The assessment started in the fall of 2023 as a baseline. Student participation in the chapters and clubs significantly increased to 30% in Spring 2025. The current evaluation is 5 out of 5.