

Learning from Unexpected Core Competency Results: A Journey toward Equitable Assessment at the University of the Pacific

Jessica Stoltzfus Grady, Cyd Jenefsky, Leslie Bayers, and Nicholas J. McConnell

Our most recent cycle of assessment of written communication and critical thinking core competencies at the University of the Pacific revealed a plot twist. After strong 2016/2017 results, in which 84% of our students scored at or above competency in written communication and 79% achieved the same benchmark for critical thinking, our numbers dipped in 2019/2020; only 58% and 55% of students, respectively, scored at or above competency

for written communication and critical thinking. Our analysis revealed similar levels of achievement in Fall 2019 and Spring 2020, suggesting that this drop was not due to the transition to remote learning necessitated by the COVID-19 pandemic. What else had happened? This article shares our process of inquiry to understand the dip and our resulting prioritization of equity-minded assessment.

Equity-minded assessment refers to a set of practices that collectively serve to understand, prioritize, and optimize the learning experiences and outcomes of student learners, particularly students from communities who have been historically marginalized or underserved in higher education. The scholarship on equity-minded assessment (Montenegro and Jankowski 2020) and similar frameworks, including culturally responsive assessment (Montenegro and Jankowski 2017; Singer-Freeman, Hobbs, and Robinson 2019), socially just assessment (Dorimé-Williams 2018; Henning and Lundquist 2018), and decolonizing assessment (Ezadine 2019), note several measures that indicate equitable assessment practices: communicate transparently, involve students throughout the process, plan for diversity and difference, and interrogate differences in outcomes. In this article, we focus on describing how our work has engaged with two measures of equitable assessment—transparency and interrogating differences in outcomes—and our intended next steps for incorporating students and planning for diversity and difference.

Communicate Transparently

Transparency in assessment refers to how we communicate with student learners about the experiences we are offering and our expectations for learning in our classrooms and programs. This includes making visible to students how course activities and learning goals cultivate larger skills that extend beyond the course, such as core competency learning outcomes expected for students at graduation.

(continued on page 2)

CONTENTS

ARTICLES

1 Learning from Unexpected Core Competency Results: A Journey toward Equitable Assessment at the University of the Pacific
Jessica Stoltzfus Grady, Cyd Jenefsky, Leslie Bayers, and Nicholas J. McConnell

3 Process Considerations for Strategic Planning Phase #4, Implementation and Evaluation
Caleb J. Krish and Stephen P. Hundley

4 Preparing Students for Certifications: A Model for Assessing Curriculum Alignment to Professional Standards
Kevin Rose and Brandon H. Sorge

6 Program Review: Perspectives on an Improvement-Oriented Process
Caleb J. Krish, Kristine Brunerika Kernick, Chandra L. Kohler, Eric J. Teke, and A. Sonia Niemi

COLUMNS

8 Creating a Culture of Assessment May Not Be as Far-Fetched—or as Far Off—As You Think
Ashley P. Fosley

10 Making a Grand Contribution: Using ChatGPT to Improve Assessment in Higher Education
Karen Singer-Freeman, Jarek Janis, and Jessica Taylor

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Ying-Ying Zheng



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Table of Contents Assessment Update No 4 2003

1. Understanding the eBook Assessment Update No 4 2003
 - The Rise of Digital Reading Assessment Update No 4 2003
 - Advantages of eBooks Over Traditional Books
2. Identifying Assessment Update No 4 2003
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Assessment Update No 4 2003
 - User-Friendly Interface
4. Exploring eBook Recommendations from Assessment Update No 4 2003
 - Personalized Recommendations
 - Assessment Update No 4 2003 User Reviews and Ratings
 - Assessment Update No 4 2003 and Bestseller Lists

5. Accessing Assessment Update No 4 2003 Free and Paid eBooks
 - Assessment Update No 4 2003 Public Domain eBooks
 - Assessment Update No 4 2003 eBook Subscription Services
 - Assessment Update No 4 2003 Budget-Friendly Options
6. Navigating Assessment Update No 4 2003 eBook Formats
 - ePub, PDF, MOBI, and More
 - Assessment Update No 4 2003 Compatibility with Devices
 - Assessment Update No 4 2003 Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Assessment Update No 4 2003
 - Highlighting and Note-Taking Assessment Update No 4 2003
 - Interactive Elements Assessment Update No 4 2003
8. Staying Engaged with Assessment Update No 4 2003
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Assessment Update No 4 2003
9. Balancing eBooks and Physical Books Assessment Update No 4 2003
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Assessment Update No 4 2003
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Assessment Update No 4 2003
 - Setting Reading Goals Assessment Update No 4 2003
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Assessment Update No 4 2003
 - Fact-Checking eBook Content of Assessment Update No 4 2003
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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