

***FERM Learning Outcomes Spring 2016 to Spring 2019***

***The following universal rubric was used to measure all objectives:***

(1) Unmet: Student work fails to meet expectations.

(2) Developing: Student meets most, but not all, of the expectations. Work is subpar, below average, and / or fails to meet expectations.

(3) Competent: Student work meets expectations. The work is suitable and sufficient skill is expressed. The student work is adequate but not exceptional.

(4) Accomplished: Student demonstrates understanding and/or ability to apply the objectives in an advanced manner. Student work exceeds expectations. Assignments go above and beyond the requirements. Exemplary work.

***Outcome 1:*** Be able to understand the impact of diversity in the workplace and the ability to appreciate diverse perspectives in

organizational settings. COMM 318, FERM/PA 362

**Communication 318**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

Average:

	# of Students	% of Students
	<b># of Students</b>	<b>% of Students</b>
	0	0%
	0	0%
	0	0%
	2	100%
	<hr/>	<hr/>
	4.00	100%

**Public Personnel Administration FERM/PA 362**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

Average:

	# of Students	% of Students
	0	0%
	3	8%
	7	18%
	29	74%
	<hr/>	<hr/>
	3.67	100%

***Outcome #2 :*** Be able to understand and apply theoretical concepts of collaborative leadership, transformative leadership and conflict resolution to the Fire and Emergency Response Management field. (FERM 335, FERM 337, FERM 338)

**Fire & Emergency Leadership Administration, FERM 335**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

Average:

# of Students	% of Students
0	0%
2	5%
6	15%
32	80%
3.75	100%

**Conflict Resolution for Emergency Services, FERM 337**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

Average:

# of Students	% of Students
1	3%
1	3%
4	11%
29	83%
3.74	100%

**Mentoring for Emergency Service Personnel, FERM 338**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

Average:

# of Students	% of Students
0	0%
5	22%
4	17%
14	61%
3.39	100%

*Outcome #3:* Understand how OSHA & NFPA standards influence occupational health & Safety in the Fire & Emergency Response Management field. FERM 351, 401 & 402.

**Occupational Safety & Health in Emergency Services FERM 351**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished

# of Students	% of Students
0	0%
0	0%
1	3%
37	97%

Average: 3.97 100%

	# of Students	% of Students
<b>Fire Prevention Organization &amp; Management, FERM 401</b>		
1: Goal Unmet	0	0%
2: Developing	2	8%
3: Competent	2	8%
4: Accomplished	21	84%
Average:	3.76	100%

	# of Students	% of Students
<b>Community Risk Reduction for Fire &amp; Emergency Services, FERM 402</b>		
1: Goal Unmet	0	0%
2: Developing	0	0%
3: Competent	4	15%
4: Accomplished	23	85%
Average:	3.85	100%

*Outcome #4:* Apply legal, ethical, moral, political and regulatory standards to public service management. FERM/PA 307, 365

	# of Students	% of Students
<b>Administrative Law FERM/PA 307</b>		
1: Goal Unmet	0	0%
2: Developing	0	0%
3: Competent	4	15%
4: Accomplished	23	85%
Average:	3.85	100%

	# of Students	% of Students
<b>Emergency Planning &amp; Administration, FERM/PA 365</b>		
1: Goal Unmet	0	0%
2: Developing	2	11%

3: Competent	3	16%	
4: Accomplished	14	74%	89%
Average:	3.63	100%	

*Outcome #5: Demonstrate an understanding of the systemic role of processes, planning, fiscal management and personnel administration in the Fire & Emergency field. FERM 366, 408, 463*

<b>Emergency Planning &amp; Administration in Emergency Services, FERM 366</b>	<b># of Students</b>	<b>% of Students</b>	
1: Goal Unmet	1	2%	
2: Developing	1	2%	
3: Competent	13	32%	
4: Accomplished	26	63%	95%
Average:	3.56	100%	

<b>Management of Emergency Services, FERM 408</b>	<b># of Students</b>	<b>% of Students</b>	
1: Goal Unmet	2	5%	
2: Developing	8	21%	
3: Competent	10	26%	
4: Accomplished	19	49%	74%
Average:	3.18	100%	

<b>Budgeting for Program Managers or Government &amp; Economy FERM 366, PA 369</b>	<b># of Students</b>	<b>% of Students</b>	
1: Goal Unmet	0	0%	
2: Developing	2	15%	
3: Competent	4	31%	
4: Accomplished	7	54%	85%
Average:	3.38	100%	

*Outcome #6: Demonstrate the ability to think critically, problem solve and make competent decisions in a professional work environment. LS 209, LS 230*

**Critical Thinking and Writing, LS 209**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished
- Average:

# of Students	% of Students	
0	0%	
3	7%	
11	25%	
30	68%	93%
2.72	100%	

**Introduction to Leadership, LS 230**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished
- Average:

# of Students	% of Students	
2	6%	
0	0%	
7	22%	
23	72%	94%
2.9	100%	

*Outcome #7: Demonstrate and understanding of systematic role of processes, role of technology, planning& decision making in Emergency Management. FERM 340, 341 & 342, 436*

**Introduction to Emergency Management, FERM 340**

- 1: Goal Unmet
- 2: Developing
- 3: Competent
- 4: Accomplished
- Average:

# of Students	% of Students	
	#DIV/0!	
	#DIV/0!	
	#DIV/0!	
	#DIV/0!	#DIV/0!
#DIV/0!	#DIV/0!	

**Technology in Emergency Management, FERM 341**

- 1: Goal Unmet
- 2: Developing
- 3: Competent

# of Students	% of Students
0	0%
0	0%
4	57%

4: Accomplished

Average:

3	43%	100%
3.43	100%	

**Decision Making & Disaster Operations, FERM 342**

1: Goal Unmet

2: Developing

3: Competent

4: Accomplished

Average:

# of Students	% of Students	
0	0%	
2	15%	
4	31%	
7	54%	85%
3.38	100%	

**Applied Research, FERM 436**

1: Goal Unmet

2: Developing

3: Competent

4: Accomplished

Average:

# of Students	% of Students	
0	0%	
1	6%	
4	25%	
11	69%	94%
3.63	100%	