

MISSION: To be a leader in educating and inspiring students for managerial and analytical careers in public service through teaching, research, and service to the community while emphasizing the professional values of ethics and accountability.



ASSUMPTIONS

- Socialization activities acclimate students to the program, which improves their overall academic performance.
- Individualized attention from faculty and staff improves student academic progress and career success.
- A large variety of specialization offerings better prepares students to fill critical public service positions.
- Internship experience improves student career opportunity and placement.

- Selective admission practices produce a high-quality student body.
- Highly-qualified undergraduates will perform well as graduate students.
- In-service and mid-career students will enhance classroom discourse.
- A diverse student body and faculty will contribute to a well-informed classroom discourse.
- Diversity awareness and sensitivity prepares students to value representativeness in the public workforce.

- A faculty that produces prolific research will have superior knowledge and will convey that knowledge through teaching.
- A productive faculty and successful students contribute to the program's overall reputation.

EXTERNAL FACTORS

- Economic conditions affect career opportunities and placement rates.
- Students may make the decision to work for private, for-profit organizations rather than fill critical public service jobs.

- Difficult economic conditions can affect recruitment efforts, resulting in a lower number of applicants.
- The state of foreign affairs in certain countries can influence international student admissions.

- Retirement, competing offers from other universities, , and other personal factors can all affect faculty and staff retention.
- The Georgia State Legislature implements budget restraints on the University, affecting faculty and staff salaries and other financial resources.
- The Board of Regents adjusts financial allocations to the program, affecting the program budget.

Curriculum Map

Direct Measures for Core Competency Assessment

	PA&D (6910)	Personnel (6920)	Financial Admin (6930)	Economic Foundations (6950)	Org Theory (6960)	Methods (7110)	Data Apps (7120)	Comps
Direct Assessment Metric	Policy Memo Final	Embedded Questions	Capital Improvement Projects with Memos	Policy Evaluation Paper	Pre-test/post-test Case Study	Research Design Paper	Embedded Questions	
Semester offered	Fall 2013	Spring 2014	Fall 2013 Spring 2014	Fall 2013 Spring 2014	Fall 2013 Spring 2014	Fall 2013 Spring 2014	Fall 2013 Spring 2014	All
Lead/Manage		✓			✓			✓
Policy Process			✓	✓				
Analyze/Synthesize	✓		✓	✓		✓	✓	✓
Public Service Perspective	✓	✓						✓
Communicate/Diversity	✓	✓						

PLAN FOR ASSESSMENT: STUDENT SERVICES

Objectives	Activities	Timeline & Oversight	Assessment	Programmatic Changes
<p>OBJECTIVE 1</p> <p>Recruitment & Admissions</p>	<ul style="list-style-type: none"> - Recruit high-quality and diverse student body - Advertise Department and degree - Organize student visitations - Offer admissions and process enrollment - Determine student financial aid and assistantships 	<p>[timeline]</p> <p>Overseen by:</p> <ul style="list-style-type: none"> - MPA Recruitment and Career Services Coordinator - MPA Committee - Applicant and Student Services Coordinator 	<p>MPA Committee</p> <ul style="list-style-type: none"> - Student diversity - Student quality <p>Staff evaluated by MPA Director and Department Head</p>	<ul style="list-style-type: none"> - Adopted the Personal Potential Index in admissions to better gauge intangible student qualities
<p>OBJECTIVE 2</p> <p>Orientation & Advisement</p>	<ul style="list-style-type: none"> - Convey program's mission & public service values - Socialization Seminar - Provide graduation requirements - Formal & informal advisement before the start of each semester - Monitor and enforce student progress 	<p>Socialization: Every fall semester</p> <p>Advisement: Each semester during registration</p> <p>Overseen by:</p> <ul style="list-style-type: none"> - Socialization Committee - MPA Program Director - MPA Advisor - Applicant and Student Services Coordinator 	<p>Socialization Exit Survey</p> <p>Graduation Rate & Student Success</p>	<ul style="list-style-type: none"> - Students must utilize Course History Forms to ensure they graduate on time - Streamlined collection and record-keeping of advisement forms - Added ethics seminar to Socialization
<p>OBJECTIVE 3</p> <p>Internship Placement</p>	<ul style="list-style-type: none"> - Provide students with electronic list of available opportunities - Advise students in finding and applying for positions - Provide resume and cover letter workshops - Connect students with potential employers 	<p>Continuous</p> <p>Overseen by:</p> <ul style="list-style-type: none"> - MPA Recruitment and Career Services Coordinator - MPA Advisory Board 	<p>Capstone Paper</p> <p>Employer Survey</p>	<ul style="list-style-type: none"> - Internship Paper redesigned as the Capstone Paper to better reflect the content of the program and incorporate student evaluations of the Universal Required Competencies

	- Monitor internship progress			
OBJECTIVE 4 Career Services	<ul style="list-style-type: none"> - Provide current and former students with electronic job postings - Advise students in finding and applying for positions - Provide resume, cover letter, and interview workshops - Connect students with potential employers - Maintain alumni database 	<p>Continuous</p> <p>Overseen by:</p> <ul style="list-style-type: none"> - MPA Recruitment and Career Services Coordinator - MPA Advisory Board 	<p>Alumni Survey</p> <p>Job Placement Rates</p>	<ul style="list-style-type: none"> - Began utilizing Constant Contact and social media to keep students informed of opportunities - Reconvened MPA Advisory Board to provide feedback and networking prospects - Added SAKAI (now ELC) career services website w/ internship and job openings and other resources

PLAN FOR ASSESSMENT: ADMINISTRATION AND GOVERNANCE

Governance Body	Objectives & Tasks	Composition	Timeline & Oversight (if applicable)	Programmatic Changes
Department Head	<ul style="list-style-type: none"> - Manage departmental budget - Faculty performance appraisals - Faculty recruitment process - Interact with Office of the Dean 	<ul style="list-style-type: none"> - Dr. J. Edward Kellough (During the Self-Study Year) - Dr. Bradley Wright (From August 1, 2014) 	<ul style="list-style-type: none"> - Continuous - Reviewed by the Dean 	<ul style="list-style-type: none"> - Changes to core curriculum and comprehensive exam - Restructured the Public Administration and Democracy class - Added Foundations of Policy Analysis to the core
MPA Director	<ul style="list-style-type: none"> - Graduate Coordinator - Consultation CVIOG - Advisement - Course schedules and teaching assignments - Coordinate Integrative Memo Exercise & graduation requirements 	<ul style="list-style-type: none"> - Dr. Andrew Whitford (During the Self-Study Year) - Dr. Deborah Carroll (From July 1, 2014) 	<ul style="list-style-type: none"> - Continuous - Reviewed by the Department Head - Monitored by Faculty Activity Report 	<ul style="list-style-type: none"> - Reallocated course credits for Socialization to include Integrative Memo Exercise and Capstone Paper based on student feedback - Developed handbook of students' resumes for faculty and CVIOG reference
Nucleus Faculty	<ul style="list-style-type: none"> - Degree requirements - Curriculum changes - Promotion and tenure decisions - Specialization requirements - Review Integrative Memo Exercise 	<ul style="list-style-type: none"> - 14-16 faculty 	<ul style="list-style-type: none"> - Continuous - Monitored by Faculty Activity Report 	<ul style="list-style-type: none"> - Dr. Brian Williams is working with students to start an ICMA chapter at UGA - Adjusted core course curriculum to better coordinate multiple sections of the same class

Office of the Dean	<ul style="list-style-type: none"> - Financial and administrative support 	<ul style="list-style-type: none"> - Dean of SPIA - Budget & Finance Director - Director of Public Relations - Director of Development - Alumni Relations Associate - Administrative Assistant 	<ul style="list-style-type: none"> - Continuous - Monitored by Senior Vice President for Academic Affairs and Provost 	<ul style="list-style-type: none"> - Major overhaul to the website to provide more comprehensive info to prospective and current students
MPA Committee	<ul style="list-style-type: none"> - Recruitment and admissions - Student financial aid - Diversity goals - Policy development - Program planning - Review of in-class deliverables from core and specialization courses 	<ul style="list-style-type: none"> - Chaired by MPA Director - 3 appointed faculty 	<ul style="list-style-type: none"> - Every Semester 	<ul style="list-style-type: none"> - Introduction of the Personal Potential Index to admissions process - Redesigned comprehensive exam into Integrative Memo Exercise
Faculty Executive Committee	<ul style="list-style-type: none"> - Strategic planning - Personnel, curriculum, and program assessment 	<ul style="list-style-type: none"> - 1 Professor - 1 Assoc. Prof. - 1 Assist. Prof. - 2 representatives at large - Convened by Dept. Head 	<ul style="list-style-type: none"> - Every semester 	<ul style="list-style-type: none"> - Oversaw the Faculty Search Committees for our Public Budgeting and Finance position and Department Head position that hired Dr. Tima Moldogaziev and Dr. Bradley Wright
MPA Advisory Board	<ul style="list-style-type: none"> - Program assessment - Evaluation of mission, goals, public service values, and student learning outcomes - Connect students with internships and career opportunities 	<ul style="list-style-type: none"> - Program alumni - Local employers 	<ul style="list-style-type: none"> - Every Semester 	<ul style="list-style-type: none"> - Revised the mission statement to include a core philosophy - Revised program goals to be more outcomes oriented

Carl Vinson Institute of Government	<ul style="list-style-type: none">- Public service and outreach- Assist instruction with professionally-qualified faculty	<ul style="list-style-type: none">- MPA Program Director- Staff of CVIOG	<ul style="list-style-type: none">- Continuous	<ul style="list-style-type: none">- Redesigned the Local Government Practicum- Possibly add shadowing program in the future
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