

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.

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