



NORTHERN MICHIGAN
UNIVERSITY



Shifting From Feedback to Supportive Reflection

2025 Assessment Institute

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Presenters and Institution

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Northern Michigan University

- Marquette, Michigan's Upper Peninsula
- Four-year, public, comprehensive university
- Certificates (pre-associate's through post-graduate), associate's (included applied/CTE), bachelor's, master's, one doctorate
- Fall 2025 total enrollment 7,386



Session Outline

- Brief description need for change
 - Reboot period (leadership change plus Covid pause)
- Shift of focus: Critique or feedback to reflection
 - Culture change
 - Collegial conversation rather than marked-up papers
- Questions, comments, shared ideas...

In lieu of handouts, find resources at the website linked in this QR code.



The New Way Forward - Flexibility & Usefulness

How do we create a system of Assessment of Learning that allows departments and programs to do the work that is most beneficial to them?



The New Way Forward - The Shift

- Shift from 'graded' program assessment to meaningful conversation with helpful feedback
- Help programs determine their plans moving forward



The New Way Forward

- The power of assessment through conversation amongst colleagues rather than written feedback from faceless coworkers
- Share feedback from the submitted report for context and understanding
- Ask reflection questions



Support for the Work

- Materials for departments to engage in effective assessment of student learning
- Day at the yurt
- Materials for committee members to lead reflection
 - Meeting template
 - Reflective questions samples



Challenges

- Scheduling meetings
- Broad participation
- Culture change – giving feedback is hard to break



Faculty perspective: Going through the process

- Shifts focus from external evaluation to internal inquiry
- Encourages purposeful self-study that deepens reflection on program strengths and needs
- Builds a culture of curiosity and continuous improvement



Faculty perspective: Contributing as an AoL Review Member

- Considered multiple perspectives on strengths and challenges
- Sparked cross-disciplinary conversations that broadened understanding and collaboration
- Opened potential for enriching, collaborative work

Resources

In lieu of handouts, find resources at the website linked in this QR code.

Includes:

- Authors' contact information
- Meeting agenda template
- Reflection questions
- Link to AoL webpage
- Presentation slides



nmu.edu/institutionaleffectiveness/2025-assessment-institute

