1. Course Name & Number
   - PSYC/WMST 331 – Psychology of Women (4 credits)

2. GECC Goal Assessed
   - *Students will analyze multiple perspectives on a given issue related to the course content.*

3. Assessment Instrument with Scoring Rubric
   - The goal was assessed using four items from the first of four 50-point exams administered during the course. The exams were completed via BlackBoard. The multiple choice questions were worth 2 points and randomized, so not all students received the same items. All students completed the same 6-point essay question. Specific questions that pertained to the goal and were assessed follow.

1. A person who believes that women and men should be treated equally, supports the means to achieve this, and emphasizes the similarities between the sexes is a
   a. cultural feminist.
   b. **liberal feminist.**
   c. radical feminist.
   d. Any of the above is correct.

2. A feminist who focuses on the differences between women and men and who feels that “feminine” characteristics should be recognized as valuable rather than be devalued is most likely a
   a. **cultural feminist.**
   b. radical feminist.
   c. liberal feminist.
   d. Any of the above is correct.

3. A feminist who focuses on concerns like sweatshop labor conditions, unequal access to healthcare and education, and forced prostitution is a
   a. **global feminist.**
   b. radical feminist.
   c. cultural feminist.
   d. liberal feminist.
4. Research has shown that women are paid only a proportion of the amount that men are paid for doing the same job. Talk about how this conceivably resulted and what would have to occur for this to change from the perspective of:

1. radical feminists
2. liberal feminists, and
3. cultural feminists

Be sure to include in your answer both the belief in how the imbalance occurred and what would need to happen for equality for women and men from each of the three perspectives (6 points).

Essay Scoring Rubric:
One point was awarded for each correction definition of feminism and for each accurate example up to 6 points.

As provided via PowerPoint lecture, the types of feminism were defined as,

Radical feminism - women as a group are oppressed by men as a group
Liberal feminism - belief that women are entitled to full legal and social equality with men
Cultural feminism - emphasis on differences between men and women

with additional explanation via lecture provided. As part of this discussion students were asked the following question, but no formal responses were collected.

Which of these types of feminism (radical, liberal, cultural) is most closely in line with your beliefs?

4. Summary of Scores and Interpretation

Question #4. Thirty-six students completed the essay question. The below table provides a summary of scores. Mean performance on the item was 3.42 (SD = 1.91), with a median of 3.50. Thirty-three percent of student achieved at least a score of five on the item, which can be equated with a grade of 83% or higher. As might be expected, those students who struggled were unable to differentiate the subtle distinctions between types of feminism, and thus, also had problems articulating appropriate examples. Based on the assessment, it is unclear if this was a function of problems with free recall or not understanding the concepts from the start. In the future, it would be useful to incorporate an in-class activity that allows them to provide examples of actions taken from the viewpoint of different feminist types to determine level of understanding and help to solidify the information prior to a free recall (exam) assessment. Sample scored responses are provided below.
Sample Responses:

1. Radical feminists would blame the occurrence of this imbalance on male control and men's domination of women all throughout history. They would see the way to reach equality for women and men being the elimination of men's greater power.

2. Liberal feminists would blame this occurrence on the lack of equality in America. They would believe that this issue would be fixed by women being able to exercise their entitlement to full legal and social equality with men, and by changes in laws and values to help reach this equality.

3. Cultural feminists would blame this imbalance on the devaluation of women's characteristics rather than acknowledged and honored. They would believe that this issue can be fixed by these differences being honored in society. (6)

Radical feminist - the belief that men are the ones controlling how much women get paid. If the boss is male he will favor the male employees over the women--pay them more. The men are oppressing the women by paying them less.

Liberal feminist - believes that women have the right to be paid just as much as the men. Laws should be enforced to make it this way.

Cultural feminist - believing that women are different from men so that is why they get paid differently. (4)

1. Radical feminism focuses on the oppression of women by men as a group, and men as a group don't see women's work as valuable. So, a tactic of uniting women as a group that brings the awareness of this to men as a group and employers could change the difference of pay. Also, a company could hire mostly women and pay them more than their male employees.

2. Liberal feminist believe in the equality of all members of society, and that women are paid less because they are 2nd class citizens and are not ensured the same rights as men. These feminists may
talk to human resources or whomever controls the pay rates of a company's employees. They would compare employees at a company that do the same job and make sure the woman's pay is equal to the men that do similar or same jobs.

3. Cultural feminist would find a way to pay women for work that goes unpaid; childcare, caring for sick family members, house cleaning. Women are seen as naturally more caring and nurturing, so acts of this "nature" go unpaid because it's "in their nature" to do so. (3)

Women being paid less than men for the same job resulted in their belief that their work is not as good as a man's work.

Radical feminists would move for women to gain control of the job market and obtain the dominant jobs of companies such as CEO and Managers.

Liberal feminists would move that all job opportunities and pay would be equal for men and women, and that an equal amount would hold the same number of jobs.

Cultural feminists would push to have every aspect of a woman's job compensated, whether it be for child care, household duties etc. (1)

Women's lower pay for the same work as men was caused by the belief that women were inferior to men. Researchers conducted studies to show the emotionality of women to demonstrate women's "inability" to be leaders, for example.

The radical feminist would demand a sweeping change in pay from the lowest position up. Leveling the wage scale immediately. A liberal feminist would most likely take it on a case-by-case basis, or company-by-company. The cultural feminist would most likely include the ethnic grouping as well, such as African American women and African American men together in creating changes in the pay scale. All feminists, I believe, feel that educating the public on the wage differences, which would also include the stereotypes on positions held by women that are seen as lower. (0)

**Question #1.** A person who believes that women and men should be treated equally, supports the means to achieve this, and emphasizes the similarities between the sexes is a ___. Twelve students were administered the item. Students received either a 2 for the correct response or a 0 for the incorrect response. Eleven of the 12 students completing the question, answered it correctly (91.66%).
Question #2. A feminist who focuses on the differences between women and men and who feels that “feminine” characteristics should be recognized as valuable rather than be devalued is most likely a ___. Twenty-one students were administered the item. Students received either a 2 for the correct response or a 0 for the incorrect response. Eighteen of the 21 students completing the question, answered it correctly (85.71%).

Question #3. A feminist who focuses on concerns like sweatshop labor conditions, unequal access to healthcare and education, and forced prostitution is a ___. Twelve students were administered the item. Students received either a 2 for the correct response or a 0 for the incorrect response. Ten of the 12 students completing the question, answered it correctly (83.33%).

Student performance on all three items was above 80% and suggests that students are able to differentiate between types of feminism and to consider the types of activities such individuals would engage in and the beliefs they would hold. As was expected, students performed better on the multiple-choice items than on the essay items, suggesting that students struggle with generating their own definitions and examples. As suggested earlier, it would be useful to engage in more in-class activities to allow students to better encode the definitions of feminism and then give them applied tasks to be able to generalize that information to real world and varied perspectives. This would likely facilitate retention and perhaps enhance ability to analyze multiple perspectives.