



Public Disclosure of Student Learning

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| Institution | Grantham University |
| Academic Business Unit | Mark Skousen School of Business |
| Academic Year | 2016 |

Directions

Separate Student Learning Assessment and Assessment Results tables must be provided for each IACBE-accredited program.

Add tables, and insert or delete rows in the tables as needed in order to accommodate the number of your (i) business programs and (ii) intended student learning outcomes. In the sections of the assessment results tables entitled “Summary of Achievement of Intended Student Learning Outcomes,” **DO NOT ADD OR DELETE COLUMNS**. Space is provided in these sections for four direct measures of student learning and four indirect measures of student learning. If you are employing fewer than this number of assessment instruments, simply leave cells in the unused columns blank. If you are employing more than this number of instruments, you will need to create additional summary-of-achievement tables to report your assessment information.

In the sections of the tables entitled “Summary of Achievement of Intended Student Learning Outcomes,” enter “Met” in a given cell of the table if the performance target for the instrument in that column was achieved for the intended outcome in that row; “Not Met” if the performance target for the instrument in that column was not achieved for the intended outcome in that row; or “NA” (Not Assessed) if the instrument in that column does not measure the intended outcome in that row.

At the end of the assessment tables for each program, space is provided to identify changes and improvements that you plan to make as a result of your assessment activity.

Italicized entries in the form represent areas where the academic business unit should insert its own student learning information.

Be sure to delete these directions from the document before you publicly post your form.

Report of Student Learning and Achievement
Grantham University
Mark Skousen School of Business

For Academic Year: 2016

Mission of the Mark Skousen School of Business

It is the mission of the Mark Skousen School of Business to develop entrepreneurially-minded business students by providing innovative pedagogical methods through a student centered approach to learning that leads to a high-quality, relevant and sustainable business foundation.

Student Learning Assessment for Bachelor of Business Administration in Human Resource Management

Program Intended Student Learning Outcomes (Program ISLOs)

1. *Demonstrate critical thinking through applying decision-support tools.*
2. *Demonstrate communication skills.*
3. *Distinguish the theories, principles and concepts related to the foundational areas of business.*
4. *Evaluate the evolving role of strategic human resource management in business organizations.*
5. *Evaluate personnel in all stages of the employee lifecycle.*
6. *Analyze economic, environmental, political, ethical, legal and regulatory contexts related to human resource management.*
7. *Describe and explain ethical obligations and responsibilities of business.*
8. *Describe decision-making skills that are relevant to professional, ethical and social responsibilities.*
9. *Understand the importance of human and social diversity.*

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

1. *Peregrine Exam*
 Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9

Student submissions will be evaluated through the Peregrine portal and 70% of students will score at or above the discipline-based averages

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| | <i>established by the November 2016 baseline assessment. (The baseline will be adjusted each November.)</i> |
| 2. <i>Capstone Course Organizational Analysis Paper</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9 | <i>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9 | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9 | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Assessment Results: Bachelor of Business Administration in Human Resource Management | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Peregrine Exam - Overall 70% of Bachelor of Business Administration in Human Resource Management (BBA – HRM) students exceeded the November 2015 baseline assessment. | |
| 2. Capstone Course Organizational Analysis Paper - The overall average score of BBA – HRM students was 2.29 (out of 4). | |

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| 3. Summary of Results for Direct Measure 3 | | | | | | | | |
| 4. Summary of Results for Direct Measure 4 | | | | | | | | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | | | | | | | | |
| 1. Course Evaluations - The mean score for BBA – HRM exceeded the goal of 3.5 (out of 5) in 2016. | | | | | | | | |
| 2. Graduate Survey - The BBA – HRM exceeded the goal of 50% in 2016. | | | | | | | | |
| 3. Summary of Results for Indirect Measure 3 | | | | | | | | |
| 4. Summary of Results for Indirect Measure 4 | | | | | | | | |
| Summary of Achievement of Intended Student Learning Outcomes: | | | | | | | | |
| Intended Student Learning Outcomes | | Learning Assessment Measures | | | | | | |
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Demonstrate critical thinking through applying decision-support tools. | Met | Not Met | | | Met | Met | | |
| 2. Demonstrate communication skills. | Met | Met | | | Met | Met | | |
| 3. Distinguish the theories, principles and concepts related to the foundational areas of business. | Met | Not Met | | | Met | Met | | |
| 4. Evaluate the evolving role of strategic human resource management in business organizations. | Met | Not Met | | | Met | Met | | |
| 5. Evaluate personnel in all stages of the employee lifecycle. | Met | Not Met | | | Met | Met | | |

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| 6. Analyze economic, environmental, political, ethical, legal and regulatory contexts related to human resource management. | Met | Not Met | | | Met | Met | | |
| 7. Describe and explain ethical obligations and responsibilities of business. | Met | Not Met | | | Met | Met | | |
| 8. Describe decision-making skills that are relevant to professional, ethical and social responsibilities. | Met | Not Met | | | Met | Met | | |
| 9. Understand the importance of human and social diversity. | Met | Not Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| 1. <i>Course of Action 1: In cycle 3 it was discovered that HRM students performed well below their peers in the Bachelor of Science in Business Administration (BSAD) and Bachelor of Science in Business Management (BMGT) degree programs. The first course of action centered around incorporating more HRM material and direct measures in the course. This change is reflected in higher assessment scores in cycle 3 compared to cycle1, but the HRM students continued to perform well below their BSAD and BMGT peers.</i> | | | | | | | | |
| 2. <i>Course of Action 2: A Human Resource Management (HRM) specific capstone course will be created for the HRM degree program by the beginning of 2017. The HRM capstone will be tailored for HRM students and focus on program specific curriculum and learning outcomes that are unique to the degree. This program improvement will address the needs of HRM students and provide a more accurate measure of learning outcomes. Expertise for developing this HRM capstone will come from the faculty of the MSSB in consultation with the school's Advisory Board.</i> | | | | | | | | |
| 3. <i>Course of Action 3: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| 4. <i>Course of Action 4</i> | | | | | | | | |

Student Learning Assessment for: Bachelor of Science - Accounting

Program Intended Student Learning Outcomes (Program ISLOs)

1. Analyze accounting problems in the foundational areas of business.
2. Apply accounting concepts, tools and strategies to solve problems in a global business settings.
3. Create and analyze accounting data for business decision-making.
4. Explain ethical obligations for accounting and/or financial areas.
5. Demonstrate critical thinking through applying decision-support tools.
6. Demonstrate communication skills.
7. Describe decision making skills that are relevant professional, ethical and social responsibilities.
8. Understand the importance of human and social diversity.

| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
|---|---|
| 1. <i>Peregrine Exam</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Student submissions will be evaluated through the Peregrine portal and 70% of students will score at or above the discipline-based averages established by the November 2016 baseline assessment. (The baseline will be adjusted each November.)</i> |
| 2. <i>Capstone Course Organizational Analysis Paper</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |

| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
|--|--|
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: Bachelor of Science - Accounting | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Peregrine Exam - Overall 70% of Bachelor of Science in Business Administration (BS – ACCT) students exceeded the November 2016 baseline assessment. | |
| 2. Capstone Course Organizational Analysis Paper - The overall average score of BS – ACCT students was 2.28 (out of 4). | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |
| 1. Course Evaluations - The mean score for BS - Accounting exceeded the goal of 3.5 (out of 5) in 2016. | |
| 2. Graduate Survey - The BS – ACCT met the goal of 50% in 2016. | |
| 3. <i>Summary of Results for Indirect Measure 3</i> | |
| 4. <i>Summary of Results for Indirect Measure 4</i> | |
| Summary of Achievement of Intended Student Learning Outcomes: | |
| Intended Student Learning Outcomes | Learning Assessment Measures |

| Program ISLOs | Direct Measure 1 | Direct Measure 2 | Direct Measure 3 | Direct Measure 4 | Indirect Measure 1 | Indirect Measure 2 | Indirect Measure 3 | Indirect Measure 4 |
|---|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Analyze accounting problems in the foundational areas of business. | Met | Not Met | | | Met | Met | | |
| 2. Apply accounting concepts, tools and strategies to solve problems in a global business settings. | Met | Not Met | | | Met | Met | | |
| 3. Create and analyze accounting data for business decision-making. | Met | Not Met | | | Met | Met | | |
| 4. Explain ethical obligations for accounting and/or financial areas. | Met | Not Met | | | Met | Met | | |
| 5. Demonstrate critical thinking through applying decision-support tools. | Met | Not Met | | | Met | Met | | |
| 6. Demonstrate communication skills. | Met | Not Met | | | Met | Met | | |
| 7. Describe decision making skills that are relevant professional, ethical and social responsibilities. | Met | Not Met | | | Met | Met | | |
| 8. Understand the importance of human and social diversity. | Met | Not Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| 1. <i>Course of Action 1: Revisions to all accounting curriculum will take into consideration information and standards of the National Association of State Board of Accountancy to ensure Grantham's curriculum preparing students to meeting learning objectives, become accounting professionals, and sit for the Certified Public Accountant (CPA) exam.</i> | | | | | | | | |
| 2. <i>Course of Action 2: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| 3. <i>Course of Action 3:</i> | | | | | | | | |

4. Course of Action 4

Student Learning Assessment for: Bachelor of Science in Business Administration

Program Intended Student Learning Outcomes (Program ISLOs)

1. Demonstrate critical thinking through applying decision-support tools.
2. Demonstrate communication skills.
3. Compare and contrast local, national and global business and cultural issues.
4. Differentiate the theories, principles and concepts related to the foundational business areas.
5. Evaluate the role of competitive advantage using strategic and tactical methods.
6. Evaluate the legal, social and economic environments of business.
7. Describe and explain ethical obligations and responsibilities of business.
8. Describe decision making skills that are relevant to professional, ethical and social responsibilities.
9. Understand the importance of human and social diversity.

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

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|---|---|
| <p>1. Peregrine Exam Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9</p> | <p>Student submissions will be evaluated through the Peregrine portal and 70% of students will score at or above the discipline-based averages established by the November 2016 baseline assessment. (The baseline will be adjusted each November.)</p> |
| <p>2. Capstone Course Organizational Analysis Paper Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9</p> | <p>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</p> |
| <p>3. Direct Measure 3 Program ISLOs Assessed by this Measure: Outcomes List</p> | <p>Objective (Target/Criterion) for Direct Measure 3</p> |

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| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9 | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9 | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: Bachelor of Science in Business Administration | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Peregrine Exam - Overall 70% of Bachelor of Science in Business Administration (BS – BSAD) students exceeded the November 2016 baseline assessment. | |
| 2. Capstone Course Organizational Analysis Paper - The overall average score of BS – BSAD students was 3.10 (out of 4). | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |
| 1. Course Evaluations - The mean score for BS - BSAD exceeded the goal of 3.5 (out of 5) in 2016. | |
| 2. Graduate Survey - The BS – BSAD exceeded the goal of 50% in 2016. | |
| 3. <i>Summary of Results for Indirect Measure 3</i> | |
| 4. <i>Summary of Results for Indirect Measure 4</i> | |

| Summary of Achievement of Intended Student Learning Outcomes: | | | | | | | | |
|--|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Demonstrate critical thinking through applying decision-support tools. | Met | Not Met | | | Met | Met | | |
| 2. Demonstrate communication skills. | Met | Met | | | Met | Met | | |
| 3. Compare and contrast local, national and global business and cultural issues. | Met | Met | | | Met | Met | | |
| 4. Differentiate the theories, principles and concepts related to the foundational business areas. | Met | Met | | | Met | Met | | |
| 5. Evaluate the role of competitive advantage using strategic and tactical methods. | Met | Met | | | Met | Met | | |
| 6. Evaluate the legal, social and economic environments of business. | Met | Met | | | Met | Met | | |
| 7. Describe and explain ethical obligations and responsibilities of business. | Met | Met | | | Met | Met | | |
| 8. Describe decision making skills that are relevant to professional, ethical and social responsibilities. | Met | Met | | | Met | Met | | |
| 9. Understand the importance of human and social diversity. | Met | Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |

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| 1. <i>Course of Action 1: Faculty committees will address course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> |
| 2. <i>Course of Action 2: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> |
| 3. <i>Course of Action 3</i> |
| 4. <i>Course of Action 4</i> |

| Student Learning Assessment for: Bachelor of Science in Business Management | |
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| Program Intended Student Learning Outcomes (Program ISLOs) | |
| 1. <i>Demonstrate critical thinking through applying decision-support tools.</i> | |
| 2. <i>Demonstrate communication skills.</i> | |
| 3. <i>Distinguish the theories, principles and concepts related to the foundational areas of business.</i> | |
| 4. <i>Analyze the basic theories and best practices of business managers and leaders in a global setting.</i> | |
| 5. <i>Engage in integrated business problem-solving activities.</i> | |
| 6. <i>Analyze economic, environmental, political, ethical, legal and regulatory contexts related to global business.</i> | |
| 7. <i>Describe decision making skills that are relevant to professional, ethical and social responsibilities.</i> | |
| 8. <i>Understand the importance of human and social diversity.</i> | |
| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
| 1. <i>Peregrine Exam</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Student submissions will be evaluated through the Peregrine portal and 70% of students will score at or above the discipline-based averages established by the November 2016 baseline assessment. (The baseline will be adjusted each November.)</i> |
| 2. <i>Capstone Course Organizational Analysis Paper</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This</i> |

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| | <i>was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6, 7, 8</i> | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6, 7, 8</i> | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: Bachelor of Science in Business Management | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Peregrine Exam - Overall 70% of Bachelor of Science in Business Management (BS – BMGT) students exceeded the November 2016 baseline assessment. | |
| 2. Capstone Course Organizational Analysis Paper - The overall average score of BS – BMGT students was 2.83 (out of 4). | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |

1. Course Evaluations – The mean score for BS - BMGT exceeded the goal of 3.5 (out of 5) in 2016.

2. Graduate Survey - The BS – BMGT met the goal of 50% in 2016.

3. Summary of Results for Indirect Measure 3

4. Summary of Results for Indirect Measure 4

Summary of Achievement of Intended Student Learning Outcomes:

| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
|---|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Demonstrate critical thinking through applying decision-support tools. | Met | Not Met | | | Met | Met | | |
| 2. Demonstrate communication skills. | Met | Met | | | Met | Met | | |
| 3. Distinguish the theories, principles and concepts related to the foundational areas of business. | Met | Not Met | | | Met | Met | | |
| 4. Analyze the basic theories and best practices of business managers and leaders in a global setting. | Met | Not Met | | | Met | Met | | |
| 5. Engage in integrated business problem-solving activities. | Met | Not Met | | | Met | Met | | |
| 6. Analyze economic, environmental, political, ethical, legal and regulatory contexts related to global business. | Met | Met | | | Met | Met | | |
| 7. Describe decision making skills that are relevant to professional, ethical and social responsibilities. | Met | Not Met | | | Met | Met | | |

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| 8. Understand the importance of human and social diversity. | Met | Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| 1. <i>Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> | | | | | | | | |
| 2. <i>Course of Action 2: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| 3. <i>Course of Action 3</i> | | | | | | | | |
| 4. <i>Course of Action 4</i> | | | | | | | | |

| Student Learning Assessment for: Bachelor of Business Administration in Financial Planning | |
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| Program Intended Student Learning Outcomes (Program ISLOs) | |
| 1. <i>Apply and evaluate financial planning theories in an integrated approach to real-life financial planning situations based on the Certified Financial Planning principles.</i> | |
| 2. <i>Advise individuals and families on a variety of complex financial issues.</i> | |
| 3. <i>Develop, design, and maintain tailored and comprehensive financial plans.</i> | |
| 4. <i>Analyze the ethical responsibility of financial planners and leaders in the financial planning industry.</i> | |
| 5. <i>Demonstrate critical thinking through applying decision-support tools.</i> | |
| 6. <i>Demonstrate communication skills.</i> | |
| 7. <i>Distinguish the theories, principles and concepts related to the foundational areas of business.</i> | |
| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
| 1. <i>Comprehensive Exam</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7 | <i>Student submissions will be evaluated through the Learning Management System and 70% of students will score at or above the aggregate of all test scores for the assessment period. (All exam scores are based off the core topics alone for assessment purposes).</i> |

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| 2. <i>Capstone Case Study</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7 | <i>Capstone case studies are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7 | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7 | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: Bachelor of Business Administration in Financial Planning | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Comprehensive Exam - The mean score for Bachelor of Business Administration in Financial Planning (BBA-FP) is 61.5%. Did not exceed the goal. | |
| 2. Capstone Project - The overall average score of BBA-FP students was 2.15 (out of 4). | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |

1. Course Evaluations – The mean score for BBA – FP exceeded the goal of 3.5 (out of 5) in 2016.

2. Graduate Survey - NA

3. Summary of Results for Indirect Measure 3

4. Summary of Results for Indirect Measure 4

Summary of Achievement of Intended Student Learning Outcomes:

| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
|--|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Apply and evaluate financial planning theories in an integrated approach to real-life financial planning situations based on the Certified Financial Planning principles. | Not Met | Not Met | | | Met | NA | | |
| 2. Advise individuals and families on a variety of complex financial issues. | Not Met | Not Met | | | Met | NA | | |
| 3. Develop, design, and maintain tailored and comprehensive financial plans. | Not Met | Not Met | | | Met | NA | | |
| 4. Analyze the ethical responsibility of financial planners and leaders in the financial planning industry. | Not Met | Not Met | | | Met | NA | | |
| 5. Demonstrate critical thinking through applying decision-support tools. | Not Met | Not Met | | | Met | NA | | |
| 6. Demonstrate communication skills. | Not Met | Not Met | | | Met | NA | | |

| | | | | | | | | |
|---|---------|---------|--|--|-----|----|--|--|
| 7. Distinguish the theories, principles and concepts related to the foundational areas of business. | Not Met | Not Met | | | Met | NA | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| 1. <i>Course of Action 1: The BBA – FP is a new program, launched at the beginning of 2016. There were only two students who graduated from the program, and only two artifacts assessed.</i> | | | | | | | | |
| 2. <i>Course of Action 2: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| 3. <i>Course of Action 3</i> | | | | | | | | |
| 4. <i>Course of Action 4</i> | | | | | | | | |

| Student Learning Assessment for: Master of Business Administration | |
|--|---|
| Program Intended Student Learning Outcomes (Program ISLOs) | |
| 1. <i>Analyze knowledge, techniques, skills and tools of past, present and future business models.</i> | |
| 2. <i>Apply current knowledge and adapt to emerging applications of all foundational business areas.</i> | |
| 3. <i>Integrate theory and practice for the purpose of strategic analysis and planning.</i> | |
| 4. <i>Use communication skills.</i> | |
| 5. <i>Evaluate professional, ethical and social responsibilities in business management and team settings.</i> | |
| 6. <i>Employ quantitative analysis in business.</i> | |
| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
| 1. <i>Capstone Business Plan</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6 | <i>Capstone business plans are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 2. <i>Direct Measure 2</i> | <i>Objective (Target/Criterion) for Direct Measure 2</i> |

| | |
|---|--|
| Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6</i> | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6</i> | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: <i>Master of Business Administration</i> | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Capstone Business Plan - The overall average score of Master of Business Administration (MBA – BSAD) students was 2.81 (out of 4). | |
| 2. <i>Summary of Results for Direct Measure 2</i> | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |

| | | | | | | | | |
|--|-------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| 1. Course Evaluations – The mean score for MBA - BSAD exceeded the goal of 3.5 (out of 5) in 2016. | | | | | | | | |
| 2. Graduate Survey - The MBA – BSAD met the goal of 50% in 2016. | | | | | | | | |
| 3. <i>Summary of Results for Indirect Measure 3</i> | | | | | | | | |
| 4. <i>Summary of Results for Indirect Measure 4</i> | | | | | | | | |
| Summary of Achievement of Intended Student Learning Outcomes: | | | | | | | | |
| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Analyze knowledge, techniques, skills and tools of past, present and future business models. | Met | | | | Met | Met | | |
| 2. Apply current knowledge and adapt to emerging applications of all foundational business areas. | Not Met | | | | Met | Met | | |
| 3. Integrate theory and practice for the purpose of strategic analysis and planning. | Not Met | | | | Met | Met | | |
| 4. Use communication skills. | Not Met | | | | Met | Met | | |
| 5. Evaluate professional, ethical and social responsibilities in business management and team settings. | Not Met | | | | Met | Met | | |
| 6. Employ quantitative analysis in business. | Not Met | | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| 1. <i>Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> | | | | | | | | |

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| 2. <i>Course of Action 2: The capstone course for this program is currently under revision, and we are looking to add another direct measure in the form of comprehensive exam to assess learning outcomes.</i> |
| 3. <i>Course of Action 3: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> |
| 4. <i>Course of Action 4</i> |

| Student Learning Assessment for: Master of Business Administration in Information Management | |
|--|---|
| Program Intended Student Learning Outcomes (Program ISLOs) | |
| 1. <i>Analyze knowledge, techniques, skills and tools of past, present and future business models.</i> | |
| 2. <i>Apply current knowledge and adapt to emerging applications of all foundational business areas.</i> | |
| 3. <i>Integrate theory and practice for the purpose of strategic analysis and planning.</i> | |
| 4. <i>Use communication skills.</i> | |
| 5. <i>Evaluate professional, ethical and social responsibilities in business management and team settings.</i> | |
| 6. <i>Employ quantitative analysis in business.</i> | |
| 7. <i>Evaluate state-of-the-art information processing and computer networking strategies.</i> | |
| 8. <i>Assess and develop plans for future information systems expansion and implementation.</i> | |
| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
| 1. <i>Capstone Business Plan</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Capstone business plans are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 2. <i>Direct Measure 2</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 2</i> |

| | |
|--|--|
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6, 7, 8</i> | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: <i>1, 2, 3, 4, 5, 6, 7, 8</i> | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: <i>Master of Business Administration in Information Management</i> | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Capstone Business Plan - The overall average score of MBA – IMNG students was 3.13 (out of 4). | |
| 2. <i>Summary of Results for Direct Measure 2</i> | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |
| 1. Course Evaluations – The mean score for MBA - IMNG exceeded the goal of 3.5 (out of 5) in 2016. | |
| 2. Graduate Survey - The MBA – IMNG exceeded the goal of 50% in 2016. | |

3. Summary of Results for Indirect Measure 3

4. Summary of Results for Indirect Measure 4

Summary of Achievement of Intended Student Learning Outcomes:

| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
|---|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Analyze knowledge, techniques, skills and tools of past, present and future business models. | Met | | | | Met | Met | | |
| 2. Apply current knowledge and adapt to emerging applications of all foundational business areas. | Met | | | | Met | Met | | |
| 3. Integrate theory and practice for the purpose of strategic analysis and planning. | Met | | | | Met | Met | | |
| 4. Use communication skills. | Met | | | | Met | Met | | |
| 5. Evaluate professional, ethical and social responsibilities in business management and team settings. | Not Met | | | | Met | Met | | |
| 6. Employ quantitative analysis in business. | Not Met | | | | Met | Met | | |
| 7. Evaluate state-of-the-art information processing and computer networking strategies. | Met | | | | Met | Met | | |
| 8. Assess and develop plans for future information systems expansion and implementation. | Met | | | | Met | Met | | |

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. *Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.*
2. *Course of Action 2: Three new learning outcomes were developed to promote real-world learning and application. The results from cycle 3 show that the addition of new learning outcomes led to our students' meeting most of the objectives.*
3. *Course of Action 3: The capstone for this program is currently under revision, and we are looking to add another direct measure in the form of a comprehensive exam to assess learning outcomes.*
4. *Course of Action 4: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.*

Student Learning Assessment for: *Master of Business Administration in Project Management*

Program Intended Student Learning Outcomes (Program ISLOs)

1. *Analyze knowledge, techniques, skills and tools of past, present and future business models.*
2. *Apply current knowledge and adapt to emerging applications of all foundational business areas.*
3. *Integrate theory and practice for the purpose of strategic analysis and planning.*
4. *Use communication skills.*
5. *Evaluate professional, ethical and social responsibilities in business management and team settings.*
6. *Employ quantitative analysis in business.*
7. *Engage in practical exercises that improve organizational skills in the project management field.*
8. *Develop the necessary tools to effectively plan, measure and control projects.*

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

1. *Comprehensive Exam*
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8

Performance Objectives (Targets/Criteria) for Direct Measures:

Student submissions will be evaluated through the Learning Management System and 70% of students will score at or above the aggregate of all test scores for the assessment period. (All exam scores are based off the core topics alone for assessment purposes).

| | |
|---|---|
| 2. <i>Capstone Case Study</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>Capstone case studies are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i> |
| 3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 3</i> |
| 4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Direct Measure 4</i> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| 1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i> |
| 2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | <i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i> |
| 3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 3</i> |
| 4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i> | <i>Objective (Target/Criterion) for Indirect Measure 4</i> |
| Learning Assessment Results: Master of Business Administration in Project Management | |
| Summary of Results from Implementing Direct Measures of Student Learning: | |
| 1. Comprehensive Exam - The mean score for Master of Business Administration in Project Management (MBA-PMGT) is 80.05% exceeding the goal. | |
| 2. Capstone Business Plan - The overall average score of MBA – PMGT students was 2.39 (out of 4). | |
| 3. <i>Summary of Results for Direct Measure 3</i> | |
| 4. <i>Summary of Results for Direct Measure 4</i> | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | |

1. Course Evaluations – The mean score for MBA - PMGT exceeded the goal of 3.5 (out of 5) in 2016.

2. Graduate Survey - The MBA – PMGT exceeded the goal of 50% in 2016.

3. Summary of Results for Indirect Measure 3

4. Summary of Results for Indirect Measure 4

Summary of Achievement of Intended Student Learning Outcomes:

| Intended Student Learning Outcomes | Learning Assessment Measures | | | | | | | |
|---|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Analyze knowledge, techniques, skills and tools of past, present and future business models. | Met | Not Met | | | Met | Met | | |
| 2. Apply current knowledge and adapt to emerging applications of all foundational business areas. | Met | Not Met | | | Met | Met | | |
| 3. Integrate theory and practice for the purpose of strategic analysis and planning. | Met | Not Met | | | Met | Met | | |
| 4. Use communication skills. | Met | Not Met | | | Met | Met | | |
| 5. Evaluate professional, ethical and social responsibilities in business management and team settings. | Met | Not Met | | | Met | Met | | |
| 6. Employ quantitative analysis in business. | Met | Not Met | | | Met | Met | | |
| 7. Engage in practical exercises that improve organizational skills in the project management field. | Met | Not Met | | | Met | Met | | |

| | | | | | | | | |
|---|-----|---------|--|--|-----|-----|--|--|
| 8. Develop the necessary tools to effectively plan, measure and control projects. | Met | Not Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| <i>1. Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> | | | | | | | | |
| <i>2. Course of Action 2: Three new learning outcomes were developed to promote real-world learning and application. The results from cycle 3 do not show that the addition of new learning outcomes led to our students' meeting the objectives.</i> | | | | | | | | |
| <i>3. Course of Action 3: We have removed Minedge PMP Practive Exam from the capstone, and replaced it with the comprehensive final exam.</i> | | | | | | | | |
| <i>4. Course of Action 4: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |

| Student Learning Assessment for: <i>Master of Science in Business Intelligence</i> | |
|---|---|
| Program Intended Student Learning Outcomes (Program ISLOs) | |
| <i>1. Build business models for forecasting and business analysis.</i> | |
| <i>2. Compare and contrast business intelligence technologies.</i> | |
| <i>3. Integrate information from the organization into a strategic system.</i> | |
| <i>4. Use communication skills.</i> | |
| <i>5. Assess workflow, data analysis, and technology through quantitative techniques.</i> | |
| <i>6. Analyze professional, ethical, legal, security, and social issues and responsibilities.</i> | |
| <i>7. Evaluate information about an organization's operational processes, financial situation and business performance.</i> | |
| <i>8. Assemble project plans to report project progress to stakeholders.</i> | |
| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |

| | |
|---|--|
| <p>1. <i>Comprehensive Exam</i></p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>Student submissions will be evaluated through the Learning Management System and 70% of students will score at or above the aggregate of all test scores for the assessment period. (All exam scores are based off the core topics alone for assessment purposes).</i></p> |
| <p>2. <i>Capstone Project</i></p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i></p> |
| <p>3. <i>Direct Measure 3</i></p> <p>Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Direct Measure 3</i></p> |
| <p>4. <i>Direct Measure 4</i></p> <p>Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Direct Measure 4</i></p> |
| <p>Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:</p> | <p>Performance Objectives (Targets/Criteria) for Indirect Measures:</p> |
| <p>1. <i>Course Evaluations - Capstone</i></p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i></p> |
| <p>2. <i>Graduate Survey</i></p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i></p> |
| <p>3. <i>Indirect Measure 3</i></p> <p>Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Indirect Measure 3</i></p> |
| <p>4. <i>Indirect Measure 4</i></p> <p>Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Indirect Measure 4</i></p> |
| <p>Learning Assessment Results: <i>Master of Science in Business Intelligence</i></p> | |
| <p>Summary of Results from Implementing Direct Measures of Student Learning:</p> | |
| <p>1. Comprehensive Exam - The mean score for Master of Science in Business Intelligence (MS – BINT) is 99.3% exceeding the goal.</p> | |
| <p>2. Capstone Project - The overall average score of MS – BINT students was 2.60 (out of 4).</p> | |

| | | | | | | | | |
|---|---------------------------|-------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| 3. Summary of Results for Direct Measure 3 | | | | | | | | |
| 4. Summary of Results for Direct Measure 4 | | | | | | | | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | | | | | | | | |
| 1. Course Evaluations – The mean score for MS - BINT exceeded the goal of 3.5 (out of 5) in 2016. | | | | | | | | |
| 2. Graduate Survey - The MS – BINT met the goal of 50% in 2016. | | | | | | | | |
| 3. Summary of Results for Indirect Measure 3 | | | | | | | | |
| 4. Summary of Results for Indirect Measure 4 | | | | | | | | |
| Summary of Achievement of Intended Student Learning Outcomes: | | | | | | | | |
| Intended Student Learning Outcomes | | Learning Assessment Measures | | | | | | |
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Build business models for forecasting and business analysis. | Met | Not Met | | | Met | Met | | |
| 2. Compare and contrast business intelligence technologies. | Met | Not Met | | | Met | Met | | |
| 3. Integrate information from the organization into a strategic system. | Met | Not Met | | | Met | Met | | |
| 4. Use communication skills. | Met | Not Met | | | Met | Met | | |
| 5. Assess workflow, data analysis, and technology through quantitative techniques. | Met | Not Met | | | Met | Met | | |
| 6. Analyze professional, ethical, legal, security, and social issues and responsibilities. | Met | Not Met | | | Met | Met | | |

| | | | | | | | | |
|---|-----|---------|--|--|-----|-----|--|--|
| 7. Evaluate information about an organization's operational processes, financial situation and business performance. | Met | Not Met | | | Met | Met | | |
| 8. Assemble project plans to report project progress to stakeholders. | Met | Not Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| <i>1. Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> | | | | | | | | |
| <i>2. Course of Action 2: We determined the Capstone Project was not sufficient to serve as two direct measures, so a comprehensive exam was created and implemented in cycle 2. The results in cycle 3 show that the addition of a comprehensive exam did not make a significant difference in terms of outcomes assessment.</i> | | | | | | | | |
| <i>3. Course of Action 3: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| <i>4. Course of Action 4</i> | | | | | | | | |

| Student Learning Assessment for: <i>Master of Science in Performance Improvement</i> |
|---|
| Program Intended Student Learning Outcomes (Program ISLOs) |
| <i>1. Evaluate organizational and human performance problems and issues.</i> |
| <i>2. Prepare proposals and develop strategies to influence stakeholder decisions.</i> |
| <i>3. Design and develop viable interventions to improve performance.</i> |
| <i>4. Use communication skills.</i> |
| <i>5. Analyze professional, ethical, legal and social issues and responsibilities.</i> |
| <i>6. Measure and revise performance improvement solutions.</i> |
| <i>7. Design and manage performance improvement projects.</i> |
| <i>8. Employ and apply quantitative techniques in performance improvement areas.</i> |

| Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Direct Measures: |
|---|--|
| <p>1. <i>Comprehensive Exam</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>Student submissions will be evaluated through the Learning Management System and 70% of students will score at or above the aggregate of all test scores for the assessment period. (All exam scores are based off the core topics alone for assessment purposes).</i></p> |
| <p>2. <i>Capstone Project</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>Capstone projects are reviewed using a program specific rubric; at least 70% of the graduating seniors will achieve 3-Meets Expectations. This was reviewed using a rubric scoring from 1 (failed expectations) to 4 (exceeds expectations).</i></p> |
| <p>3. <i>Direct Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Direct Measure 3</i></p> |
| <p>4. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Direct Measure 4</i></p> |
| Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning: | Performance Objectives (Targets/Criteria) for Indirect Measures: |
| <p>1. <i>Course Evaluations - Capstone</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>The course evaluations include course quality, resources and facilitation subjects. The weighted areas above will achieve a 3.5 or higher (out of 5).</i></p> |
| <p>2. <i>Graduate Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8</p> | <p><i>The Graduate Survey surveys graduates 3 months after graduation, 50% of students will respond yes to the obtainment of the degree having a positive impact on their career.</i></p> |
| <p>3. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Indirect Measure 3</i></p> |
| <p>4. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p> | <p><i>Objective (Target/Criterion) for Indirect Measure 4</i></p> |
| <p>Learning Assessment Results: <i>Master of Science in Performance Improvement</i></p> | |
| <p>Summary of Results from Implementing Direct Measures of Student Learning:</p> | |

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|---|---------------------------|-------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| 1. Comprehensive Exam - The mean score for Master of Science in Performance Improvement (MS – PI) is 90.05% exceeding the goal. | | | | | | | | |
| 2. Capstone Project - The overall average score of MS – PI students was 2.37 (out of 4). | | | | | | | | |
| 3. <i>Summary of Results for Direct Measure 3</i> | | | | | | | | |
| 4. <i>Summary of Results for Direct Measure 4</i> | | | | | | | | |
| Summary of Results from Implementing Indirect Measures of Student Learning: | | | | | | | | |
| 1. Course Evaluations – The mean score for MS - PI exceeded the goal of 3.5 (out of 5) in 2016. | | | | | | | | |
| 2. Graduate Survey - The MS – PI exceeded the goal of 50% in 2016. | | | | | | | | |
| 3. <i>Summary of Results for Indirect Measure 3</i> | | | | | | | | |
| 4. <i>Summary of Results for Indirect Measure 4</i> | | | | | | | | |
| Summary of Achievement of Intended Student Learning Outcomes: | | | | | | | | |
| Intended Student Learning Outcomes | | Learning Assessment Measures | | | | | | |
| Program ISLOs | <i>Direct Measure 1</i> | <i>Direct Measure 2</i> | <i>Direct Measure 3</i> | <i>Direct Measure 4</i> | <i>Indirect Measure 1</i> | <i>Indirect Measure 2</i> | <i>Indirect Measure 3</i> | <i>Indirect Measure 4</i> |
| | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... | Performance Target Was... |
| 1. Evaluate organizational and human performance problems and issues. | Met | Not Met | | | Met | Met | | |
| 2. Prepare proposals and develop strategies to influence stakeholder decisions. | Met | Not Met | | | Met | Met | | |
| 3. Design and develop viable interventions to improve performance. | Met | Not Met | | | Met | Met | | |
| 4. Use communication skills. | Met | Not Met | | | Met | Met | | |
| 5. Analyze professional, ethical, legal and social issues and responsibilities. | Met | Not Met | | | Met | Met | | |

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|---|-----|---------|--|--|-----|-----|--|--|
| 6. Measure and revise performance improvement solutions. | Met | Not Met | | | Met | Met | | |
| 7. Design and manage performance improvement projects. | Met | Not Met | | | Met | Met | | |
| 8. Employ and apply quantitative techniques in performance improvement areas. | Met | Not Met | | | Met | Met | | |
| Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met: | | | | | | | | |
| <i>1. Course of Action 1: A faculty lead course leveling and curriculum reviews will aid in creating courses that will strengthen the curriculum map to the learning outcomes.</i> | | | | | | | | |
| <i>2. Course of Action 2: In 2017, the MSSB will conduct its assessment using Blackboard Outcomes Assessment System. More than one individual will assess the same artifact, which will increase the reliability and validity of the assessment outcomes.</i> | | | | | | | | |
| <i>3. Course of Action 3</i> | | | | | | | | |
| <i>4. Course of Action 4</i> | | | | | | | | |