



Public Disclosure of Student Learning

Institution	Hodges University
Academic Business Unit	Johnson School of Business
Academic Year	2015 – 2016

Report of Student Learning and Achievement
Hodges University
Johnson School of Business

For Academic Year: 2015 – 2016

Mission of the Johnson School of Business

The mission of the Johnson School of Business is to provide programs that will deliver the best possible educational experience for students, and to facilitate their development of business and management skills, thereby enabling them to contribute, lead and succeed in private and public sector organizations.

Student Learning Assessment for Associate in Science in Accounting

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of the core business and accounting concepts.
2. Students will be able to communicate information to a variety of audiences.
3. Students will be able to recognize diversity in the workplace.
4. Students will be able to prepare and interpret financial statements.
5. Students will be able to prepare individual tax returns.

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

Performance Objectives (Targets/Criteria) for Direct Measures:

1. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1, 3	At least 75% of all graduating students will score 70% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
2. End-of-Program Project Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the rating scale in the project evaluation rubric (with “accomplished” being the highest rating), at least 75% of all graduating ASA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. ASA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the exit survey instrument, at least 75% of all graduating ASA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. ASA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the rating scale (with “advanced” being the highest rating”) in the evaluation of the graduating course in the ASA program, at least 75% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Associate in Science in Accounting	
Summary of Results from Implementing Direct Measures of Student Learning:	
<p>1. The 2015 – 2016 assessment period analysis indicated that, overall, 50% of the students (n=2) scored 70% or higher on the End-of-Program Comprehensive Exam. An analysis of individual components related to ISLOs 1 and 3 focused on the following components with the indicated results: ISLO 1- Core business and accounting concepts: 50% of the graduating ASA students scored 70% or higher on each subset of examination questions. The following indicates the details of the results: FASB, GAAP – 100%; Cash – 50%; Investments – 0%; Receivables – 100%; Inventory – 50%; Property Plan and Equipment- 50%; Intangibles – 0%; Short Term Liabilities – 100%; Long Term Liabilities – 50%; Equity – 50%. ISLO 3- Recognize diversity in the workplace: No findings to report.</p> <p>2. The 2015 – 2016 assessment period analysis indicated that, overall, students (n=2) failed to achieve a performance rating of “competent” or “accomplished” on the End-of-Program Project. An analysis of individual components related to ISLOs 1, 2, 3, 4, and 5 focused on the following components with the indicated results: ISLO 1- Core business and accounting concepts: 50% of the graduating ASA students achieved a performance rating of “competent” or “accomplished” in demonstrating knowledge of the core business and accounting concepts. Utilizing a five point scale rubric with the student learning outcomes, the weak areas identified that need improvement are as follows: Adjusting Journal Entries, Closing Journal Entries, T accounts balances, and Financial Statement Analysis. ISLO 2- Communicate information to a variety of audiences: 100% of the graduating ASA students achieved a performance rating of “competent” or “accomplished” in communicating information to a variety of audiences. ISLO 3- Recognize diversity in the workplace: No findings to report. ISLO 4- Prepare and interpret financial statements: 50% of the graduating ASA students achieved a performance rating of "competent" or "accomplished" in preparing and interpreting financial statements.</p>	

ISLO 5- Prepare individual tax returns: 50% of the graduating ASA students achieved a performance rating of “competent” or “accomplished” in preparing individual tax returns.

Summary of Results from Implementing Indirect Measures of Student Learning:

- The 2015 – 2016 assessment period analysis indicated that, overall, 100% of the students were “proficient” or “advanced” in achieving each of the program ISLOs.
 An analysis of individual components related to ISLOs 1, 2, 3, 4, and 5 focused on the following components with the indicated results:
ISLO 1- Core business and accounting concepts: 100% of ASA graduating students indicated that they were "proficient" or "advanced" in demonstrating knowledge of the core business and accounting concepts.
ISLO 2- Communicate information to a variety of audiences: 100% of graduating ASA students indicated that they were "proficient" or "advanced" in communicating information to a variety of audiences.
ISLO 3- Recognize diversity in the workplace: 100% of the graduating ASA students indicated that they were "proficient" or "advanced" in recognizing diversity in the workplace.
ISLO 4- Prepare and interpret financial statements: 100% of the graduating ASA students indicated that they were "proficient" or "advanced" in preparing and interpreting financial statements.
ISLO 5- Prepare individual tax returns: 100% of the graduating ASA students indicated that they were "proficient" or "advanced" in preparing individual tax returns.
- There are no findings to report for the 2015 – 2016 assessment period. The ASA End-of-Program Course Evaluation Survey was not available for students to complete.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Comprehensive Exam	End-of-Program Project	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	ASA Student Exit Survey	ASA End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of the core business and accounting concepts.	Not Met	Not Met			Met	NA		

2. Students will be able to communicate information to a variety of audiences.	NA	Met			Met	NA		
3. Students will be able to recognize diversity in the workplace.	NA (No results)	NA (No results)			Met	NA		
4. Students will be able to prepare and interpret financial statements.	NA	Not Met			Met	NA		
5. Students will be able to prepare individual tax returns.	NA	Not Met			Met	NA		

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

1. The accounting faculty along with the Program Chair will review and discuss the findings of the assessments in order to develop strategies to improve the performance of the ASA graduating students. The strategies may include tutorial workshops and/or additional instructional resources.
2. The accounting faculty along with the Program Chair will review and discuss the findings of the assessments in order to develop strategies to improve the performance of the ASA graduating students. The strategies toward the improvement of communication to different audiences will be discussed at the next accounting faculty meeting.
3. The accounting faculty and Program Chair will design and implement strategies at the next faculty meeting to ensure that all graduating students complete all direct and indirect assessments.
4. The accounting faculty along with the Program Chair will review and discuss the findings of the assessments in order to develop strategies to improve the performance of the ASA graduating students.
5. The accounting faculty along with the Program Chair will review and discuss the findings of the assessments in order to develop strategies to improve the performance of the ASA graduating students.

Student Learning Assessment for Associate in Science in Business Administration

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of the core business concepts.
2. Students will be able to communicate information to a variety of audiences.
3. Students will be able to recognize diversity in the workplace.
4. Students will be able to identify the information needed to analyze business situations.

5. Students will be able to describe the business environment and its internal and external components.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1, 3	At least 75% of all graduating students will score 70% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
2. End-of-Program Business Plan Project Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the rating scale in the business plan evaluation rubric (with “accomplished” being the highest rating), at least 75% of all graduating ASBA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. ASBA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the exit survey instrument, at least 75% of all graduating ASBA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. ASBA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	On the rating scale (with "advanced" being the highest rating) in the evaluation of the graduating course in the ASBA program, at least 75% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Associate in Science in Business Administration	
Summary of Results from Implementing Direct Measures of Student Learning:	
1. An analysis of individual components related to ISLOs 1 and 3 focused on the following components with the indicated results: ISLO 1- Core business concepts: 20% of the graduating students scored 70% or higher on each subset of examination questions. Business Law: 100% (n=5); General Business: 40% (n=2); Management: 40% (n=2); Marketing: 60% (n=3); Economics: 80% (n=4); Accounting: 60% (n=3); ISLO 3- Recognize diversity in the workplace: 80% of graduating ASBA students scored 70% or higher on the diversity in the workplace examination question.	
2. An analysis of individual components related to ISLOs 1, 2, 3, 4, and 5 focused on the following components with the indicated results:	

ISLO 1- Core business a concepts: The two graduating ASBA students achieved a performance rating of “competent” or “accomplished” in demonstrating knowledge of core business concepts.

ISLO 2- Communicate information to a variety of audiences: All graduating ASBA students achieved a performance rating of “competent” or “accomplished” on the evaluation criterion to be able to communicate information to a variety of audiences.

ISLO 3- Recognize diversity in the workplace: 80% of graduating ASBA students scored 70% or higher on the diversity in the workplace examination question.

ISLO 4- Analyze business situations: All graduating ASBA students achieved a performance rating of “competent” or “accomplished” on the evaluation criterion to be able to identify information needed to analyze business situations.

ISLO 5- Business environment and its internal and external components: All graduating ASBA students achieved a performance rating of “competent” or “accomplished” on each the evaluation criterion to be able to describe the business environment and its internal and external components.

Summary of Results from Implementing Indirect Measures of Student Learning:

- An analysis of individual components related to ISLOs 1, 2, 3, 4, and 5 focused on the following components with the indicated results:
 - ISLO 1- Core business concepts:** All graduating ASBA students indicated that they were proficient or advanced in demonstrating knowledge of the core business concepts.
 - ISLO 2- Communicate information to a variety of audiences:** All of the graduating ASBA students indicated that they were proficient or advanced in communicating information to a variety of audiences.
 - ISLO 3- Recognize diversity in the workplace:** All graduating ASBA students indicated that they were proficient or advanced in recognizing diversity in the workplace.
 - ISLO 4- Analyze business situations:** All graduating ASBA students indicated that they were proficient or advanced in identifying information needed to analyze business situations.
 - ISLO 5- Business environment and its internal and external components:** 80% of the assessed students indicated that they were proficient or advanced in describing the business environment and its internal and external components.
- There are no findings to report for the 2015 – 2016 assessment period. The ASBA End-of-Program Course Evaluation Survey was not available for students to complete.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Comprehensive Exam	End-of-Program Business Plan Project	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	ASBA Student Exit Survey	ASBA End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of the core business concepts.	Not Met	Met			Met	NA		
2. Students will be able to communicate information to a variety of audiences.	NA	Met			Met	NA		
3. Students will be able to recognize diversity in the workplace.	Met	Met			Met	NA		
4. Students will be able to identify the information needed to analyze business situations.	NA	Met			Met	NA		
5. Students will be able to describe the business environment and its internal and external components.	NA	Met			Met	NA		

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

1. The assessment instruments were first implemented in winter 2016; therefore, the findings serve as a baseline for the next academic year. Faculty will review the findings and discuss improvement opportunities during the next faculty meeting. The faculty and program chair will develop and implement strategies to ensure all graduating students will complete all direct and indirect assessment instruments. Instruments will also be evaluated for the next academic year.

Student Learning Assessment for Bachelor of Science in Accounting

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of the core business and accounting concepts.
2. Students will be able to communicate information to a variety of audiences.
3. Students will be able to develop a plan to leverage stakeholder diversity.
4. Students will be able to analyze a business/financial situation to recommend solutions.
5. Students will be able to prepare, interpret, and analyze financial statements.
6. Students will be able to prepare individual corporate and partnership income tax returns.

7. Students will be able to analyze and interpret financial statement audits.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1, 3	At least 75% of all graduating students will score 70% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
2. End-of-Program Project Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale in the project evaluation rubric (with “accomplished” being the highest rating), at least 75% of all graduating BSA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. BSA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the exit survey instrument, at least 75% of all graduating BSA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. BSA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale (with advanced being the highest rating”) in the evaluation of the graduating course in the BSA program, at least 75% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Bachelor of Science in Accounting	
Summary of Results from Implementing Direct Measures of Student Learning:	
<p>1. The 2015 – 2016 assessment period analysis indicated that, overall, the BSA graduating students failed to achieve 70% or higher on the End-of-Program Comprehensive Exam.</p> <p>An analysis of individual components related to ISLOs 1 and 3 focused on the following components with the indicated results:</p> <p>ISLO 1- Core business and accounting concepts: Only 67% of the BSA graduating students (n=6) scored 70% or higher on each subset of the examination questions. The details indicated the following results: Financial Accounting and Reporting (FAR) – 83%; Auditing (AUD) – 33%; Taxation (TAX) – 17%; Business Environment and cost (BEC) – 83%.</p> <p>ISLO 3- Leverage stakeholder diversity: There are no findings to report. Criteria was not included to be assessed in the comprehensive exam (unintentional error).</p>	

2. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating students failed to achieve a performance rating of “competent” or “accomplished” on the End-of-Program Project.

An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:

ISLO 1- Core business and accounting concepts: Only 50% of the BSA graduating students achieved a performance rating of “competent” or “accomplished” in demonstrating knowledge of core business and accounting concepts.

ISLO 2- Communicate information to a variety of audiences: Only 50% of the BSA graduating students (n=6) achieve a performance rating of “competent” or “accomplished” in communicating information to a variety of audiences.

ISLO 3- Leverage stakeholder diversity: There are no findings to report. Criteria was not included to be assessed in the comprehensive exam (unintentional error).

ISLO 4- Business/financial situation to recommend solutions: Only 50% of the BSA graduating students achieved a performance rating of “competent” or “accomplished” in analyzing a business/financial situation to recommend solutions.

ISLO 5- Prepare, interpret, and analyze financial statements: Only 50% of the BSA graduating students achieved a performance rating of “competent” or “accomplished” on being able to prepare, interpret, and analyze financial statements.

ISLO 6- Corporate and partnership income tax returns: Only 50% of the BSA graduating students achieved a performance rating of “competent” or “accomplished” on preparing individual corporate and partnership income tax returns.

ISLO 7- Financial statement audits: Only 67% of the assessed BSA graduating students indicated that they were "proficient" or "advanced" in analyzing and interpreting financial statement audits.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. The 2015 – 2016 assessment period analysis indicated that, overall, the BSA graduating students failed to score “proficient” or “advanced” in achieving each of the program ISLOs.

An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:

ISLO 1- Core business and accounting concepts: Only 67% of the BSA graduating students indicated that they were "proficient" or "advanced" in demonstrating knowledge of the core business and accounting concepts.

ISLO 2- Communicate information to a variety of audiences: Only 50% of the BSA graduating students indicated that they were "proficient" or "advanced" in communicating information to a variety of audiences.

ISLO 3- Leverage stakeholder diversity: Only 33% of the BSA graduating students indicated that they were "proficient" or "advanced" in developing a plan to leverage stakeholder diversity.

ISLO 4- Business/financial situation to recommend solutions: Only 50% of the BSA graduating students indicated that they were "proficient" or "advanced" in identifying information needed to analyze business/financial situations.

ISLO 5- Prepare, interpret, and analyze financial statements: Only 83% of the BSA graduating students indicated that they were “proficient” or “advanced” in preparing, interpreting, and analyzing financial statements.

ISLO 6- Corporate and partnership income tax returns: Only 17% of the assessed BSA graduating students indicate that they were “proficient” or “advanced” preparing individual corporate and partnership income tax returns.

ISLO 7- Financial statement audits: Only 67% of the assessed BSA graduating students indicated that they were "proficient" or "advanced" in analyzing and interpreting financial statement audits.

2. There are no findings to report for the 2015 – 2016 assessment period. The BSA End-of-Program Course Evaluation Survey was not available for students to complete.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Comprehensive Exam	End-of-Program Project	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	BSA Student Exit Survey	BSA End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of the core business and accounting concepts.	Not Met	Not Met			Not Met	NA		
2. Students will be able to communicate information to a variety of audiences.	NA	Not Met			Not Met	NA		
3. Students will be able to develop a plan to leverage stakeholder diversity.	NA	NA			Not Met	NA		
4. Students will be able to analyze a business/financial situation to recommend solutions.	NA	Not Met			Not Met	NA		
5. Students will be able to prepare, interpret, and analyze financial statements.	NA	Not Met			Met	NA		
6. Students will be able to prepare individual corporate and partnership income tax returns.	NA	Not Met			Not Met	NA		

7. Students will be able to analyze and interpret financial statement audits.	NA	Not Met			Not Met	NA		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. The accounting faculty along with the program chair will review and discuss the findings of the assessments in order to develop strategies to improve the performance of the BSA graduating students. These strategies will be discussed in the next accounting faculty meeting.								
2. The accounting faculty and Program chair will design the measure tools and implement strategies to ensure that all graduating students complete all direct and indirect assessments.								
Student Learning Assessment for Bachelor of Science in Business Administration								
Program Intended Student Learning Outcomes (Program ISLOs)								
1. Students will be able to demonstrate knowledge of the core business concepts.								
2. Students will be able to communicate information to a variety of audiences.								
3. Students will be able to develop a plan to leverage stakeholder diversity.								
4. Students will be able to analyze a business situation to recommend solutions.								
5. Students will be able to analyze the business environment and its internal and external components.								
6. Students will be able to utilize quantitative business measures and interpret results.								
7. Students will be able to classify ethical and legal environment of business.								
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:					Performance Objectives (Targets/Criteria) for Direct Measures:			
1. End-of-Program Comprehensive Case Study Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7					On the rating scale in the case study evaluation rubric (with “accomplished” being the highest rating), at least 75% of all graduating BSBA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.			
2. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1, 3					At least 75% of all graduating students will score 70% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.			

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. BSBA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the exit survey instrument, at least 75% of all graduating BSBA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. BSBA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale (with advanced being the highest rating”) in the evaluation of the graduating course in the BSBA program, at least 75% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Bachelor of Science in Business Administration	
Summary of Results from Implementing Direct Measures of Student Learning:	
<p>1. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:</p> <p>ISLO 1- Core business concepts: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in core business knowledge.</p> <p>ISLO 2- Communicate information to a variety of audiences: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in communicating information to a variety of audiences.</p> <p>ISLO 3- Leverage stakeholder diversity: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in demonstrating the ability to develop a plan to leverage stakeholder diversity.</p> <p>ISLO 4- Business situation to recommend solutions: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in analyzing a business situation to recommend a solution.</p> <p>ISLO 5- Business environment and its internal and external components: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in analyzing the business environment and its internal and external components.</p> <p>ISLO 6- Business measures and interpret results: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in utilizing quantitative business measure and interpreting results.</p> <p>ISLO 7- Ethical and legal environment of business: 89% of all graduating BSBA students achieved a performance of “competent” or “accomplished” in classifying ethical and legal environments of business.</p>	
<p>2. An analysis of individual components related to ISLOs 1 and 3 focused on the following components with the indicated results:</p> <p>ISLO 1- Core business concepts: None of the graduating BSBA students scored 70% or higher on each subset of examination questions. General Business - 83.3%; Management - 66.7%; Marketing - 33.3%; Economics - 0 %; Legal Environment - 50%; International Business - 50%; Information Management Systems - 67%; Finance - 17%; Accounting - 67%; Stakeholder Diversity - 83%.</p> <p>ISLO 3- Leverage stakeholder diversity: 83% of all graduating BSBA students scored 70% or higher by demonstrating the ability to develop a plan to leverage stakeholder diversity.</p>	

Summary of Results from Implementing Indirect Measures of Student Learning:

1. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:
ISLO 1- Core business concepts: 67% of all graduating BSBA students indicated that they were “proficient” or “advanced” in core business knowledge.
ISLO 2- Communicate information to a variety of audiences: All graduating BSBA students indicated that they were “proficient” or “advanced” in communicating information to a variety of audiences.
ISLO 3- Leverage stakeholder diversity: 83% of all graduating BSBA students indicated that they were “proficient” or “advanced” in developing a plan to leverage stakeholder diversity.
ISLO 4- Business situation to recommend solutions: All graduating BSBA students indicated that they were “proficient” or “advanced” in analyzing a business situation to recommend a solution.
ISLO 5- Business environment and its internal and external components: 83% of graduating BSBA students indicated that they were “proficient” or “advanced” in analyzing the business environment and its internal and external components.
ISLO 6- Business measures and interpret results: All graduating BSBA students indicated that they were “proficient” or “advanced” in utilizing quantitative business measure and interpreting results.
ISLO 7- Ethical and legal environment of business: 83% of all graduating BSBA students indicated that they were “proficient” or “advanced” in classifying ethical and legal environments of business.

2. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:
ISLO 1- Core business concepts: All graduating BSBA students indicated that they were “proficient” or “advanced” in core business knowledge.
ISLO 2- Communicate information to a variety of audiences: All graduating BSBA students indicated that they were “proficient” or “advanced” in communicating information to a variety of audiences.
ISLO 3- Leverage stakeholder diversity: All graduating BSBA students indicated that they were “proficient” or “advanced” in developing a plan to leverage stakeholder diversity.
ISLO 4- Business situation to recommend solutions: All graduating BSBA students indicated that they were “proficient” or “advanced” in analyzing a business situation to recommend a solution.
ISLO 5- Business environment and its internal and external components: All graduating BSBA students indicated that they were “proficient” or “advanced” in analyzing the business environment and its internal and external components.
ISLO 6- Business measures and interpret results: 83% of all graduating BSBA students indicated that they were “proficient” or “advanced” in utilizing quantitative business measure and interpreting results.
ISLO 7- Ethical and legal environment of business: 83% of all graduating BSBA students indicated that they were “proficient” or “advanced” in classifying ethical and legal environments of business.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures
------------------------------------	------------------------------

Program ISLOs	End-of-Program Comprehensive Case Study	End-of-Program Comprehensive Exam	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	BSBA Student Exit Survey	BSBA End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of the core business concepts.	Met	Not Met			Not Met	Met		
2. Students will be able to communicate information to a variety of audiences.	Met	NA			Met	Met		
3. Students will be able to develop a plan to leverage stakeholder diversity.	Met	Met			Met	Met		
4. Students will be able to analyze a business situation to recommend solutions.	Met	NA			Met	Met		
5. Students will be able to analyze the business environment and its internal and external components.	Met	NA			Met	Met		
6. Students will be able to utilize quantitative business measures and interpret results.	Met	NA			Met	Met		
7. Students will be able to classify ethical and legal environment of business.	Met	NA			Met	Met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. The assessment instruments were first implemented in winter 2016; therefore, the findings serve as a baseline for the next academic year. Faculty will review the findings and discuss improvement opportunities during the faculty meetings in the next academic year.								
Student Learning Assessment for Bachelor of Science in Management								

Program Intended Student Learning Outcomes (Program ISLOs)	
1. Students will be able to demonstrate knowledge of the core business and management concepts.	
2. Students will be able to communicate information to a variety of audiences through various modes in the field of management.	
3. Students will be able to develop a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage.	
4. Students will be able to analyze a management situation and recommend a solution.	
5. Students will be able to apply behavioral knowledge in the workplace.	
6. Students will be able to demonstrate the role of Human Resource Management in a contemporary organization.	
7. Students will be able to evaluate a performance analysis and use it to make informed decisions about the financial position of a company.	
8. Students will be able to identify management-related problems, consider alternatives, and reach a conclusion.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1, 3	At least 75% of all graduating students will score 70% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
2. End-of-Program Case Study Analysis (HBR) Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8	On the rating scale in the case study evaluation rubric (with “accomplished” being the highest rating), at least 75% of all graduating BSM students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. BSM Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8	On the exit survey instrument, at least 75% of all graduating BSM students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. BSM End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8	On the rating scale (with advanced being the highest rating”) in the graduating course in the BSM program, at least 75% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.

Assessment Results: Bachelor of Science in Management

Summary of Results from Implementing Direct Measures of Student Learning:

1. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating BSM students scored 70% or higher on the End-of-Program Comprehensive Exam.
An analysis of individual components related to ISLOs 1 and 3 focused on the following components with the indicated results:
ISLO 1- Core business and management concepts: 90% of the BSM graduating students scored 70% or higher on each subset of examination questions.
ISLO 3- Leverage stakeholder diversity: 86% of the BSM graduating students scored 70% or higher on the examination question pertaining to the ability to develop a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage.
2. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating BSM students achieved a performance rating of “competent” or “accomplished” on the End-of-Program Case Study Analysis (HBR).
An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:
ISLO 1- Core business and management concepts: All graduating BSM students archived a rating of “competent” or “accomplished” in the ability to demonstrate knowledge of the core business and management concepts.
ISLO 2- Modes in the field of management: All graduating BSM students archived a rating of “competent” or “accomplished” in the ability to communicate information to a variety of audiences through various modes in the field of management.
ISLO 3- Leverage stakeholder diversity: Graduating BSM students did not achieve a rating of “competent” or “accomplished” in the ability to develop a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage.
ISLO 4- Management situation and recommend a solution: 100% of graduating BSM students achieved a performance rating of “competent” or “accomplished” in the ability to analyze a management situation and recommend a solution.
ISLO 5- Behavioral knowledge in the workplace: 100% of graduating BSM students achieved a performance rating of “competent” or “accomplished” in the ability to apply behavioral knowledge in the workplace.
ISLO 6- Human Resource Management in a contemporary organization: 100% of graduating BSM students achieved a performance rating of “competent” or “accomplished” in the ability to demonstrate the role of Human Resource Management in a contemporary organization.
ISLO 7- Financial positional of a company: Graduating BSM students did not achieve a performance rating of “competent” or “accomplished” in the ability to evaluate a performance analysis and use it to make informed decisions about the financial position of a company.
ISLO 8- Management-related problems, alternatives and conclusions: 100% of graduating BSM students achieved a performance rating of “competent” or “accomplished” in the ability to identify management-related problems, consider alternatives, and reach a conclusion.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Due to technical issues, data could not be collected for the 2015 – 2016 assessment period.
2. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating students scored “proficient” or “advanced” in achieving each of the program ISLOs.
An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6 and 7 focused on the following components with the indicated results:

ISLO 1- Core business and management concepts: 80% of all graduating students indicated to be proficient or advanced in the ability to demonstrate knowledge of the core business and management concepts.

ISLO 2- Modes in the field of management: 100% of all graduating students indicated to be proficient or advanced in the ability to communicate information to a variety of audiences through various modes in the field of management.

ISLO 3- Leverage stakeholder diversity: 90% of graduating BSM students indicated to be proficient or advanced in the ability to develop a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage.

ISLO 4- Management situation and recommend a solution: 100% of graduating BSM students indicated to be proficient or advanced in the ability to analyze a management situation and recommend a solution.

ISLO 5- Behavioral knowledge in the workplace: 100% of graduating BSM students indicated to be proficient or advanced in the ability to apply behavioral knowledge in the workplace.

ISLO 6- Human Resource Management in a contemporary organization: 90% of graduating BSM students indicated to be proficient or advanced in the ability to demonstrate the role of Human Resource Management in a contemporary organization.

ISLO 7- Financial positional of a company: 90% of graduating BSM students indicated to be proficient or advanced in the ability to evaluate a performance analysis and use it to make informed decisions about the financial position of a company.

ISLO 8- Management-related problems, alternatives and conclusions: 100% of graduating BSM students indicated to be proficient or advanced in the ability to identify management-related problems, consider alternatives, and reach a conclusion.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Comprehensive Exam	End-of-Program Case Study Analysis (HBR)	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	BSM Student Exit Survey	BSM End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of the core business and management concepts.	Met	Met			NA	Met		
2. Students will be able to communicate information to a variety of audiences through various modes in the field of management.	NA	Met			NA	Met		

3. Students will be able to develop a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage.	Met	Not Met			NA	Met		
4. Students will be able to analyze a management situation and recommend a solution.	NA	Met			NA	Met		
5. Students will be able to apply behavioral knowledge in the workplace.	NA	Met			NA	Met		
6. Students will be able to demonstrate the role of Human Resource Management in a contemporary organization.	NA	Met			NA	Met		
7. Students will be able to evaluate a performance analysis and use it to make informed decisions about the financial position of a company.	NA	Not Met			NA	Met		
8. Students will be able to identify management-related problems, consider alternatives, and reach a conclusion.	NA	Met			NA	Met		

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

1. Although targets were met for this outcome, the management faculty will continue to improve the comprehensive exam and case study and further discuss other areas of improvement.
2. The HBR Case study selected for this assessment failed to address two of the criterion for review: Stakeholder Diversity, and Performance Analysis (although both were covered on the comprehensive examination). Faculty will meet to discuss another case study so that all criteria for review is covered. Faculty will also discuss an improvement plan for this outcome.

Student Learning Assessment for Master in Business Administration

Program Intended Student Learning Outcomes (Program ISLOs)	
1. Students will be able to demonstrate knowledge of core business concepts.	
2. Students will be able to communicate information to a variety of audiences.	
3. Students will be able to compare and contrast plans to leverage stakeholder diversity.	
4. Students will be able to synthesize information to recommend solutions to complex and ambiguous situations.	
5. Students will be able to evaluate the business environment and its internal and external components.	
6. Students will be able to formulate strategies based on quantitative business measures.	
7. Students will be able to critique ethical and legal environment of business.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Capstone Case Study Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 7	On the rating scale in the case study evaluation rubric (with “accomplished” being the highest rating), at least 80% of all graduating MBA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
2. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1	At least 80% of all graduating students will score 80% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. MBA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 7	On the exit survey instrument, at least 80% of all graduating MBA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. MBA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale (with advanced being the highest rating”) in the graduating course in the MBA program, at least 80% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Master in Business Administration	

Summary of Results from Implementing Direct Measures of Student Learning:

1. The 2015 – 2016 assessment period analysis indicated that, overall, 100% of the students achieved a performance rating of “competent” or “accomplished” on the End-of-Program Capstone Case Study.
An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
ISLO 1- Core business concepts: All five (5) graduating MBA students in GEB6998 achieved a performance rating of “competent” or “accomplished” on the ability to demonstrate knowledge of core business concepts.
ISLO 2- Communicate information to a variety of audiences: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to communicate information to a variety of audiences.
ISLO 3- Leverage stakeholder diversity: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to compare and contrast plans to leverage stakeholder diversity.
ISLO 4- Complex and ambiguous situations: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to synthesize information to recommend solutions to complex and ambiguous situations.
ISLO 5- Business environment and its internal and external components: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to evaluate the business environment and its internal and external components.
ISLO 6- Quantitative business measures: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to formulate strategies based on quantitative business measures.
ISLO 7- Ethical and legal environment of business: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to critique ethical and legal environment of business.
2. Overall, the MBA graduating students failed to score 80% or higher on each subset of examination questions. Specifically, none of the five (5) graduating students scored 80% or above on each subset of the examination questions.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. The 2015 – 2016 assessment period analysis indicated that, overall, 100% of the students were “proficient” or “advanced” in achieving each of the program ISLOs.
An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
ISLO 1- Core business concepts: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to demonstrate core business knowledge.
ISLO 2- Communicate information to a variety of audiences: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to communicate information to a variety of audiences.
ISLO 3- Leverage stakeholder diversity: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to compare and contrast plans to leverage stakeholder diversity.
ISLO 4- Complex and ambiguous situations: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to synthesize information to recommend solutions to complex and ambiguous situations.

ISLO 5- Business environment and its internal and external components: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to evaluate the business environment and its internal and external components.

ISLO 6- Quantitative business measures: On the exit survey instrument, 80% (4 students) of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to formulate strategies based on quantitative business measures.

ISLO 7- Ethical and legal environment of business: On the exit survey instrument, 100% of all five (5) graduating MBA students indicated that they were “proficient” or “advanced” in the ability to critique ethical and legal environment of business.

2. The 2015 – 2016 assessment period analysis indicated that, overall, 100% of the students were “proficient” or “advanced” in achieving each of the program ISLOs on the MBA End-of- Program Course Evaluation Survey.
- An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
- ISLO 1- Core business concepts:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to demonstrate core business knowledge.
- ISLO 2- Communicate information to a variety of audiences:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to communicate information to a variety of audiences.
- ISLO 3- Leverage stakeholder diversity:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to compare and contrast plans to leverage stakeholder diversity.
- ISLO 4- Complex and ambiguous situations:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to synthesize information to recommend solutions to complex and ambiguous situations.
- ISLO 5- Business environment and its internal and external components:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to evaluate the business environment and its internal and external components.
- ISLO 6- Quantitative business measures:** On the end of program course survey instrument, 75% (3 students) of four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to formulate strategies based on quantitative business measures.
- ISLO 7- Ethical and legal environment of business:** On the end of program course survey instrument, 100% of all four (4) MBA students indicated that they were “proficient” or “advanced” in the ability to critique ethical and legal environment of business.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Capstone Case Study	End-of-Program Comprehensive Exam	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	MBA Student Exit Survey	MBA End-of-Program Course Evaluation Survey	<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.	Students will be able to demonstrate knowledge of core business concepts.	Met	Not Met			Met	Met		
2.	Students will be able to communicate information to a variety of audiences.	Met	NA			Met	Met		
3.	Students will be able to compare and contrast plans to leverage stakeholder diversity.	Met	NA			Met	Met		
4.	Students will be able to synthesize information to recommend solutions to complex and ambiguous situations.	Met	NA			Met	Met		
5.	Students will be able to evaluate the business environment and its internal and external components.	Met	NA			Met	Met		
6.	Students will be able to formulate strategies based on quantitative business measures.	Met	NA			Met	Not Met		
7.	Students will be able to critique ethical and legal environment of business.	Met	NA			Met	Met		

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

1. The assessment instruments were first implemented in winter 2016. Therefore the findings serve as a baseline for the next academic year. Faculty will review the findings and discuss improvement opportunities during the next faculty meeting. The faculty and program chair will develop and implement strategies to ensure all graduating students will complete all direct and indirect assessment instruments.

Student Learning Assessment for Master of Public Administration

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of core public administration concepts.	
2. Students will be able to communicate information to a variety of audiences.	
3. Students will be able to compare and contrast plans to leverage stakeholder diversity.	
4. Students will be able to synthesize information to recommend solutions to complex and ambiguous public administration situations.	
5. Students will be able to evaluate public administration environment and its internal and external components.	
6. Students will be able to formulate budgets based on quantitative public data and measures.	
7. Students will be able to critique ethical and legal environment.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Capstone Case Study Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale in the case study evaluation rubric (with “accomplished” being the highest rating), at least 80% of all graduating MPA students will achieve a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
2. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1	At least 80% of all graduating students will score 80% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. MPA Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the exit survey instrument, at least 80% of all graduating MPA students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. MPA End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale (with advanced being the highest rating”) in the graduating capstone course in the MPA program, at least 80% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Master in Public Administration	
Summary of Results from Implementing Direct Measures of Student Learning:	

1. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
 - ISLO 1- Core public administration concepts:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 2- Communicate information to a variety of audiences:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 3- Leverage stakeholder diversity:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 4- Recommend solutions to complex and ambiguous public administration situations:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 5- Environment and its internal and external components:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 6- Quantitative public data measures:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
 - ISLO 7- Ethical and legal environment:** The graduating student achieved a performance rating of “competent” or “accomplished” on each evaluation criterion associated with the program ISLOs assessed by this measure.
2. An analysis of individual components related to ISLOs 1 focused on the following components with the indicated results:
 - ISLO 1- Core public administration concepts:** The graduating student scored 80% or above on 9 out of 10 subsets of examination questions related to each of the program ISLOs assessed by this measure.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
 - ISLO 1- Core public administration concepts:** The graduating student indicated that the student was “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 2- Communicate information to a variety of audiences:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 3- Leverage stakeholder diversity:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 4- Recommend solutions to complex and ambiguous public administration situations:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 5- Environment and its internal and external components:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 6- Quantitative public data measures:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
 - ISLO 7- Ethical and legal environment:** The graduating student indicated indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.

2. An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
- ISLO 1- Core public administration concepts:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 2- Communicate information to a variety of audiences:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 3- Leverage stakeholder diversity:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 4- Recommend solutions to complex and ambiguous public administration situations:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 5- Environment and its internal and external components:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 6- Quantitative public data measures:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.
- ISLO 7- Ethical and legal environment:** The graduating student indicated that course learning provided a “proficient” or “advanced” contribution to achieving all of the program ISLOs assessed by this measure.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	End-of-Program Capstone Case Study	End-of-Program Comprehensive Exam	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	MPA Student Exit Survey	MPA End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of core public administration concepts.	Met	Not Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences.	Met	NA			Met	Met		
3. Students will be able to compare and contrast plans to leverage stakeholder diversity.	Met	NA			Met	Met		

4. Students will be able to synthesize information to recommend solutions to complex and ambiguous public administration situations.	Met	NA			Met	Met		
5. Students will be able to evaluate public administration environment and its internal and external components.	Met	NA			Met	Met		
6. Students will be able to formulate budgets based on quantitative public data and measures.	Met	NA			Met	Met		
7. Students will be able to critique ethical and legal environment.	Met	NA			Met	Met		

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

1. There has been limited number of data for analysis. Faculty will discuss the results and trend the findings over time with sufficient data to make an implementation plan in order to improve results.

Student Learning Assessment for Master of Science in Management

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of core business and management concepts.
2. Students will be able to communicate information to a variety of audiences in the field of management.
3. Students will be able to compare and contrast plans to leverage stakeholder diversity to gain a competitive advantage.
4. Students will be able to interpret financial data and use it to make informed decisions about the operating performance and financial position of a company.
5. Students will be able to critique behavioral knowledge in a workplace environment.
6. Students will be able to critique the role of Human Resource Management in a contemporary organization setting.
7. Students will be able to synthesize information to recommend solutions to ambiguous situations.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Capstone Research Paper Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale in the research paper evaluation rubric (with “accomplished” being the highest rating), at least 80% of all graduating MSM students will achieve a performance rating of “competent” or “accomplished” (accomplished being the highest) on each evaluation criterion associated with the program ISLOs assessed by this measure.
2. End-of-Program Comprehensive Exam Program ISLOs Assessed by this Measure: 1	At least 80% of all graduating students will score 80% or higher on each subset of examination questions related to each of the program ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. MSM Student Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the exit survey instrument, at least 80% of all graduating MSM students will indicate that they were “proficient” or “advanced” in achieving each of the program ISLOs.
2. MSM End-of-Program Course Evaluation Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	On the rating scale (with advanced being the highest rating”) in the graduating course in the MSM program, at least 80% of the students will indicate that their course learning provided a “proficient” or “advanced” contribution to achieving each of the program ISLOs assessed by this measure.
Assessment Results: Master of Science in Management	
Summary of Results from Implementing Direct Measures of Student Learning:	
<p>1. The 2015 – 2016 assessment period analysis indicated that, overall, 100% of the students were “competent” or “accomplished” on the End-of-Program Capstone Research Paper.</p> <p>An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:</p> <p>ISLO 1- Core business and management concepts: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” in the ability demonstrate knowledge of core business and management concepts.</p> <p>ISLO 2- Communicate information to a variety of audiences in the field of management: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” to communicate information to a variety of audiences in the field of management.</p> <p>ISLO 3- Leverage stakeholder diversity: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” on the ability to compare and contrast plans to leverage stakeholder diversity to gain a competitive advantage.</p>	

ISLO 4- Operating performance and financial position of a company: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” in the ability to interpret financial data and use it to make informed decisions about the operating performance and financial position of a company.

ISLO 5- Behavioral knowledge in a workplace environment: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” in the ability to critique behavioral knowledge in a workplace environment.

ISLO 6- Human Resource Management in a contemporary organization setting: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” in the ability to Students will be able to critique the role of Human Resource Management in a contemporary organization setting.

ISLO 7- Recommend solutions to ambiguous situations: 100% of all graduating MSM students achieved a performance rating of “competent” or “accomplished” in the ability to synthesize information to recommend solutions to ambiguous situations.

2. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating students failed to score 80% or higher on the End-of-Program Comprehensive Exam.

ISLO 1- Core business and management concepts: 20% of all graduating MSM students scored 80% or higher on each subset of the comprehensive exam.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating MSM students were “proficient” or “advanced” on the MSM Student Exit Survey.
An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:
- ISLO 1- Core business and management concepts:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in demonstrating knowledge and management concepts.
- ISLO 2- Communicate information to a variety of audiences in the field of management:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in communicating information to a variety of audiences in the field of management.
- ISLO 3- Leverage stakeholder diversity:** 100% of the graduating MSM students indicated to be "proficient" or "advanced" in comparing and contrast plans to leverage stakeholder diversity to gain a competitive advantage.
- ISLO 4- Operating performance and financial position of a company:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in interpreting financial data and use it to make informed decisions about the operating performance and financial position of a company.
- ISLO 5- Behavioral knowledge in a workplace environment:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in critiquing behavioral knowledge in a workplace environment.
- ISLO 6- Human Resource Management in a contemporary organization setting:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in critiquing the role of Human Resource Management in a contemporary organization setting.
- ISLO 7- Recommend solutions to ambiguous situations:** 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in synthesizing information to recommend solutions to ambiguous situations.
2. The 2015 – 2016 assessment period analysis indicated that, overall, the graduating MSM students were “proficient” or “advanced” on the MSM End-of-Program Course Evaluation Survey.

An analysis of individual components related to ISLOs 1, 2, 3, 4, 5, 6, and 7 focused on the following components with the indicated results:

ISLO 1- Core business and management concepts: 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in demonstrating knowledge and management concepts.

ISLO 2- Communicate information to a variety of audiences in the field of management: 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in communicating information to a variety of audiences in the field of management.

ISLO 3- Leverage stakeholder diversity: 100% of the graduating MSM students indicated to be "proficient" or "advanced" in comparing and contrast plans to leverage stakeholder diversity to gain a competitive advantage.

ISLO 4- Operating performance and financial position of a company: 100% of the graduating MSM students indicated to be "proficient" or "advanced" in interpreting financial data and use it to make informed decisions about the operating performance and financial position of a company.

ISLO 5- Behavioral knowledge in a workplace environment: 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in critiquing behavioral knowledge in a workplace environment.

ISLO 6- Human Resource Management in a contemporary organization setting: 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in critiquing the role of Human Resource Management in a contemporary organization setting.

ISLO 7- Recommend solutions to ambiguous situations: 100% of the graduating MSM students indicated a score of "proficient" or "advanced" in synthesizing information to recommend solutions to ambiguous situations.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End-of-Program Capstone Research Paper	End-of-Program Comprehensive Exam	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	MSM Student Exit Survey	MSM End-of-Program Course Evaluation Survey	<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. Students will be able to demonstrate knowledge of core business and management concepts.	Met	Not Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences in the field of management.	Met	NA			Met	Met		
3. Students will be able to compare and contrast plans to leverage	Met	NA			Met	Met		

stakeholder diversity to gain a competitive advantage.								
4. Students will be able to interpret financial data and use it to make informed decisions about the operating performance and financial position of a company.	Met	NA			Met	Met		
5. Students will be able to critique behavioral knowledge in a workplace environment.	Met	NA			Met	Met		
6. Students will be able to critique the role of Human Resource Management in a contemporary organization setting.	Met	NA			Met	Met		
7. Students will be able to synthesize information to recommend solutions to ambiguous situations.	Met	NA			Met	Met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. The need to improve the unmet target will be discussed at the management faculty meetings. Faculty will analyze the detailed results and develop a plan for improving results.								