Public Disclosure of Student Learning

Institution	Hodges University
Academic Business Unit	Johnson School of Business
Academic Year	2017 – 2018

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

For Academic Year: 2017 – 2018

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 (ASA)	
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 (ASA)

Summary of Results from Implementing Direct Measures of Student Learning:

1. **End-of-Program Comprehensive Exam:**

   Number of students achieving a subscore of 70% or higher on each of the program ISLO related set of examination questions:

   - Analyzing and recording transactions via journal entries (Program ISLO 1):   1 (50% of total)
   - Posting journal entries to ledger accounts (Program ISLO 1):   2 (100% of total)
   - Preparing unadjusted trial balance (Program ISLO 1):   2 (100% of total)
   - Preparing adjusting entries at the end of the period (Program ISLO 1):   1 (50% of total)
   - Preparing adjusted trial balance (Program ISLO 1):   1 (50% of total)
   - Preparing financial statements (Program ISLO 1):   1 (50% of total)
   - Closing temporary accounts via closing entries (Program ISLO 1):   1 (50% of total)
   - Preparing post-closing trial balance (Program ISLO 1):   2 (100% of total)

   (Total number of students: 2)

2. **End-of-Program Project:**

   Number of students receiving a project evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

   - Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 2 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 2 (100% of total)

- Program ISLO 3: Recognize diversity in the workplace: 2 (100% of total)
- Program ISLO 4: Prepare and interpret financial statements: 2 (100% of total)
- Program ISLO 5: Prepare individual tax returns: 2 (100% of total)

(Total number of students: 2)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **ASA Student Exit Survey:**

   <u>Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:</u>

   - Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 2 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 1 (50% of total)
   - Program ISLO 3: Recognize diversity in the workplace: 2 (100% of total)
   - Program ISLO 4: Prepare and interpret financial statements: 2 (100% of total)
   - Program ISLO 5: Prepare individual tax returns: 1 (50% of total)

   (Total number of students: 2)

2. **ASA End-of-Program Course Evaluation Survey:**

   <u>Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:</u>

   - Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 2 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 1 (50% of total)
   - Program ISLO 3: Recognize diversity in the workplace: 2 (100% of total)
   - Program ISLO 4: Prepare and interpret financial statements: 2 (100% of total)
   - Program ISLO 5: Prepare individual tax returns: 1 (50% of total)

   (Total number of students: 2)

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	Direct Measure 3	Direct Measure 4	ASA Student Exit Survey	ASA End-of-Program Course Evaluation Survey	Indirect Measure 3	Indirect Measure 4
1. Students will be able to demonstrate knowledge of the core business and accounting concepts.	Not Met	Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences.	NA	Met			Not Met	Not Met		
3. Students will be able to recognize diversity in the workplace.	NA	Met			Met	Met		
4. Students will be able to prepare and interpret financial statements.	NA	Met			Met	Met		
5. Students will be able to prepare individual tax returns.	NA	Met			Not Met	Not Met		

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

1. **Program ISLO 1:** The performance target for this program ISLO dealing with demonstrating knowledge of the core business and accounting concepts was not met on the end-of-program comprehensive exam. The major area of concern is the preparation of journal entries in all the stages; regular journal entries when a business transaction is identified, adjusting entries at the end of the period and closing entries to close temporary accounts post financials.

   To improve, the accounting department will evaluate the following alternatives to improve the learning outcomes.

   - Mandatory comprehensive final exam in previous courses (ACG2001, ACG2021) administered by the department.
   - Mandatory Online Training prior to take the exam.
   - Continuous review of the exam problems (Exercises)
   - Reorganize material (chapters) covered in ACG2001 and ACG2021 in order to emphasize more in the accounting cycle.

2.	**Program ISLO 2:** The performance target for this program ISLO dealing with communicating information to a variety of audiences was not met on the student exit survey and the end-of-program course evaluation survey. To improve, as part of the student's homework assignment, oral presentations will be included in selected courses across the curriculum. In addition, summary written reports will be included in courses other than auditing.
3.	**Program ISLO 3:** The performance target for this program ISLO dealing with recognizing diversity in the workplace was not assessed on the end-of-program comprehensive exam. This question was not included on the end-of-program comprehensive exam due to an error; therefore to improve, the Program Chair will instruct all accounting faculty members to verify that the question is included in future exams, in order to assess that students are able to recognize diversity in the workplace.
4.	**Program ISLO 5:** The performance target for this program ISLO dealing with preparing individual tax returns was not met on the student exit survey and the end-of-program course evaluation survey. Due to the sample size, it was determined that no changes will be made for improvement, as students are heavily trained to prepare individual tax returns.

Student Learning Assessment for Associate in Science in Business Administration (ASBA)

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 (ASBA)

Summary of Results from Implementing Direct Measures of Student Learning:

1. **End-of-Program Comprehensive Exam:**

   Number of students achieving a subscore of 70% or higher on each of the program-ISLO-related set of examination questions:

   - Business Law (Program ISLO 1):   8 (80% of total)
   - General Business (Program ISLO 1):   6 (60% of total)
   - Management (Program ISLO 1):   6 (60% of total)
   - Marketing (Program ISLO 1):   8 (80% of total)
   - Economics (Program ISLO 1):   10 (100% of total)
   - Accounting (Program ISLO 1):   7 (70% of total)
   - Essay Question (Program ISLO 3):   8 (80% of total)

   (Total number of students: 10)

2. **End-of-Program Business Plan Project:**

   Number of students receiving a project evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

   - Program ISLO 1: Demonstrate knowledge of the core business concepts: 9 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 9 (100% of total)
   - Program ISLO 3: Recognize diversity in the workplace: 8 (89% of total)

- Program ISLO 4: Identify the information needed to analyze business situations: 7 (78% of total)
- Program ISLO 5: Describe the business environment and its internal and external components: 9 (100% of total)

(Total number of students: 9)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **ASBA Student Exit Survey:**

   <u>Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:</u>

   - Program ISLO 1: Demonstrate knowledge of the core business concepts: 10 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 9 (90% of total)
   - Program ISLO 3: Recognize diversity in the workplace: 9 (90% of total)
   - Program ISLO 4: Identify the information needed to analyze business situations: 10 (100% of total)
   - Program ISLO 5: Describe the business environment and its internal and external components: 8 (80% of total)

   (Total number of students: 10)

2. **ASBA End-of-Program Course Evaluation Survey:**

   <u>Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:</u>

   - Program ISLO 1: Demonstrate knowledge of the core business concepts: 19 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 19 (100% of total)
   - Program ISLO 3: Recognize diversity in the workplace: 19 (100% of total)
   - Program ISLO 4: Identify the information needed to analyze business situations: 19 (100% of total)
   - Program ISLO 5: Describe the business environment and its internal and external components: 19 (100% of total)

   (Total number of students: 19)

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	*Direct Measure 3*	*Direct Measure 4*	ASBA Student Exit Survey	ASBA End-of-Program	*Indirect Measure 3*	*Indirect Measure 4*

		Plan Project				Course Evaluation Survey		
1. Students will be able to demonstrate knowledge of the core business concepts.	Met	Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences.	NA	Met			Met	Met		
3. Students will be able to recognize diversity in the workplace.	Met	Met			Met	Met		
4. Students will be able to identify the information needed to analyze business situations.	NA	Met			Met	Met		
5. Students will be able to describe the business environment and its internal and external components.	NA	Met			Met	Met		

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

1. NA

Student Learning Assessment for Bachelor of Science in Accounting (BSA)

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.

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Assessment Results: Bachelor of Science in Accounting (BSA)

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Summary of Results from Implementing Direct Measures of Student Learning:

1. **End-of-Program Comprehensive Exam:**

   <u>Number of students achieving a subscore of 70% or higher on each of the program-ISLO-related set of examination questions:</u>

   - Financial Accounting and Reporting (Program ISLO 1): 3 (75% of total)
   - Cost Accounting (Program ISLO 1): 3 (75% of total)
   - Federal Taxation (Program ISLO 1): 0 (0% of total)

	• Auditing (Program ISLO 1):	3 (75% of total)
	(Total number of students: 4)	

2. End-of-Program Project:

Number of students receiving a project evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 4 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 4 (100% of total)
- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 4 (100% of total)
- Program ISLO 4: Analyze a business/financial situation to recommend solutions: 2 (50% of total)
- Program ISLO 5: Prepare, interpret, and analyze financial statements: 1 (25% of total)
- Program ISLO 6: Prepare individual corporate and partnership income tax returns: 0 (0% of total)
- Program ISLO 7: Analyze and interpret financial statement audits: 3 (75% of total)

(Total number of students: 4)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. BSA Student Exit Survey:

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 3 (75% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 3 (75% of total)
- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 3 (75% of total)
- Program ISLO 4: Analyze a business/financial situation to recommend solutions: 3 (75% of total)
- Program ISLO 5: Prepare, interpret, and analyze financial statements: 4 (100% of total)
- Program ISLO 6: Prepare individual corporate and partnership income tax returns: 4 (100% of total)
- Program ISLO 7: Analyze and interpret financial statement audits: 4 (100% of total)

(Total number of students: 4)

2. BSA End-of-Program Course Evaluation Survey:

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Demonstrate knowledge of the core business and accounting concepts: 4 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 4 (100% of total)
- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 4 (100% of total)
- Program ISLO 4: Analyze a business/financial situation to recommend solutions: 4 (100% of total)
- Program ISLO 5: Prepare, interpret, and analyze financial statements: 4 (100% of total)
- Program ISLO 6: Prepare individual corporate and partnership income tax returns: 4 (100% of total)
- Program ISLO 7: Analyze and interpret financial statement audits: 4 (100% of total)

(Total number of students: 4)

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	*Direct Measure 3*	*Direct Measure 4*	BSA Student Exit Survey	BSA End-of-Program Course Evaluation Survey	*Indirect Measure 3*	*Indirect Measure 4*
1. Students will be able to demonstrate knowledge of the core business and accounting concepts.	Not Met	Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences.	NA	Met			Met	Met		
3. Students will be able to develop a plan to leverage stakeholder diversity.	NA	Met			Met	Met		

4. Students will be able to analyze a business/financial situation to recommend solutions.	NA	Not Met			Met	Met		
5. Students will be able to prepare, interpret, and analyze financial statements.	NA	Not Met			Met	Met		
6. Students will be able to prepare individual corporate and partnership income tax returns.	NA	Not Met			Met	Met		
7. Students will be able to analyze and interpret financial statement audits.	NA	Met			Met	Met		

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

1. **Program ISLO 1:** The performance target for this program ISLO dealing with demonstrating knowledge of the core business and accounting concepts was not met for the end-of-program comprehensive exam. The area of major fault in the comprehensive exam was federal taxations laws and regulations.

   To improve, the accounting department will evaluate the following alternatives:

   - Add an introductory taxation course to the curriculum
   - Mandatory comprehensive project at the end of Fed Tax 1 and 2
   - Mandatory seminar for accounting students before taking the exam.
   - Creation of a capstone course that cover all the accounting topics.

2. **Program ISLO 3:** The performance target for this program ISLO dealing with developing a plan to leverage stakeholder diversity was not assessed on the end-of-program comprehensive exam. This question was not included on the end-of-program comprehensive exam due to an error; therefore to improve, the Program Chair will include in future exams, in order to assess that students are able to recognize diversity in the workplace.

3. **Program ISLO 4:** The performance target for this program ISLO dealing with analyzing a business/financial situation to recommend solutions was not met on the end-of-program project. The area of major fault in the end of the program project was federal taxations laws and regulations.

   To improve, the accounting department will evaluate the following alternatives:

   - Review and possible redesign of the financial accounting courses and the assessments in each course.

- Include financial analysis in each accounting course.
- Mandatory comprehensive project at the end of Fed Tax 1 and 2
- Mandatory seminar for accounting students before taking the exam.
- Creation of a capstone course that cover all the accounting topics.

4. **Program ISLO 5:** The performance target for this program ISLO dealing with preparing, interpreting, and analyzing financial statements was not met on the end-of-program project. The area of major fault in the end of the program project was federal taxations laws and regulations.

   To improve, the accounting department will evaluate the following alternatives:

   - Review and possible redesign of the financial accounting courses and the assessments in each course.
   - Include financial analysis in each accounting course.
   - Mandatory comprehensive project at the end of Fed Tax 1 and 2
   - Mandatory seminar for accounting students before taking the exam.
   - Creation of a capstone course that cover all the accounting topics.

5. **Program ISLO 6:** The performance target for this program ISLO dealing with preparing individual corporate and partnership income tax returns was not met on the end-of-program project. The area of major fault in the end of the program project was federal taxations laws and regulations.

   To improve, the accounting department will evaluate the following alternatives:

   - Review and possible redesign of the financial accounting courses and the assessments in each course.
   - Include financial analysis in each accounting course.
   - Mandatory comprehensive project at the end of Fed Tax 1 and 2
   - Mandatory seminar for accounting students before taking the exam.
   - Creation of a capstone course that cover all the accounting topics.

Student Learning Assessment for Bachelor of Science in Business Administration (BSBA)
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 (BSBA)
Summary of Results from Implementing Direct Measures of Student Learning:
1. **End-of-Program Comprehensive Case Study**   Number of students receiving a project evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 20 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 20 (100% of total)
- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 20 (100% of total)
- Program ISLO 4: Analyze a business situation to recommend solutions: 20 (100% of total)
- Program ISLO 5: Analyze the business environment and its internal and external components: 20 (100% of total)
- Program ISLO 6: Utilize quantitative business measures and interpret results: 20 (100% of total)
- Program ISLO 7: Classify ethical and legal environment of business: 20 (100% of total)

(Total number of students: 20)

2. **End-of-Program Comprehensive Exam**

Number of students achieving a subscore of 70% or higher on each of the program-ISLO-related set of examination questions:

- General Business (Program ISLO 1):   19 (100% of total)
- Management (Program ISLO 1):   15 (79% of total)
- Marketing (Program ISLO 1):   13 (68% of total)
- Economics (Program ISLO 1):   17 (89% of total)
- Legal Environment (Program ISLO 1):   15 (79% of total)
- International Business (Program ISLO 1):   12 (63% of total)
- Information Management Systems (Program ISLO 1):   16 (84% of total)
- Finance (Program ISLO 1):   8 (42% of total)
- Accounting (Program ISLO 1):   15 (79% of total)
- Essay Question (Program ISLO 3):   14 (74% of total)

(Total number of students: 19)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **BSBA Student Exit Survey**

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 12 (86% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 12 (86% of total)

- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 12 (86% of total)
- Program ISLO 4: Analyze a business situation to recommend solutions: 13 (93% of total)
- Program ISLO 5: Analyze the business environment and its internal and external components: 12 (86% of total)
- Program ISLO 6: Utilize quantitative business measures and interpret results: 11 (79% of total)
- Program ISLO 7: Classify ethical and legal environment of business: 13 (93% of total)

(Total number of students: 14)

2. **BSBA End-of-Program Course Evaluation Survey**

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 13 (87% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 12 (80% of total)
- Program ISLO 3: Develop a plan to leverage stakeholder diversity: 12 (80% of total)
- Program ISLO 4: Analyze a business situation to recommend solutions: 14 (93% of total)
- Program ISLO 5: Analyze the business environment and its internal and external components: 14 (93% of total)
- Program ISLO 6: Utilize quantitative business measures and interpret results: 13 (87% of total)
- Program ISLO 7: Classify ethical and legal environment of business: 11 (73% of total)

(Total number of students: 15)

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	*Direct Measure 3*	*Direct Measure 4*	BSBA Student Exit Survey	BSBA End-of-Program Course Evaluation Survey	*Indirect Measure 3*	*Indirect Measure 4*
1. Students will be able to demonstrate knowledge of the core business concepts.	Met	Met			Met	Met		

Program ISLO								
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	Not 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	Not Met		

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

1. **Program ISLO 3:** The performance target for this program ISLO dealing with developing a plan to leverage stakeholder diversity was not met on the end-of program comprehensive exam. To improve student ability to develop a plan to leverage stakeholder diversity and retention of this knowledge, additional material will be included in all Business Administration courses. This will be included during the program wide curriculum redevelopment project for 2018/19.

2. **Program ISLO 7:** The performance target for this program ISLO dealing with classifying ethical and legal environment of business was not met at the end-of-program course evaluation survey. To improve student knowledge on ethical and legal environment of business and retention of this knowledge, additional material will be included in all Business Administration courses. This will be included during the program wide curriculum redevelopment project for 2018/19.

Student Learning Assessment for Bachelor of Science in Management (BSM)

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 (BSM)

Summary of Results from Implementing Direct Measures of Student Learning:

1. **End-of-Program Comprehensive Exam:**

   Number of students achieving a subscore of 70% or higher on each of the program-ISLO-related set of examination questions:

   - Human Resources (Program ISLO 1):   20 (80% of total)
   - Leadership (Program ISLO 1):   24 (96% of total)
   - Management (Program ISLO 1):   20 (80% of total)
   - Organizational Behavior (Program ISLO 1):   11 (44% of total)
   - Marketing (Program ISLO 1):   25 (100% of total)
   - Strategic Planning (Program ISLO 1):   23 (92% of total)
   - Economics for Managers (Program ISLO 1):   19 (76% of total)
   - Diversity (Program ISLO 3):   22 (88% of total)
   - Performance Analysis (Program ISLO 1):   22 (88% of total)
   - APA writing/formatting (Program ISLO 1):   19 (76% of total)

   (Total number of students: 25)

2. **End-of-Program Case Study Analysis (HBR):**

   Number of students receiving an evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

   - Program ISLO 1: Demonstrate knowledge of the core business and management concepts: 25 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 23 (92% of total)
   - Program ISLO 3: Develop a plan to leverage stakeholder diversity: 0 (0% of total)
   - Program ISLO 4: Analyze a management situation and recommend a solution: 23 (92% of total)
   - Program ISLO 5: Apply behavioral knowledge in the workplace: 23 (92% of total)
   - Program ISLO 6: Demonstrate the role of Human Resource Management: 23 (92% of total)
   - Program ISLO 7: Evaluate a performance analysis and use it to make informed decisions: 0 (0% of total)
   - Program ISLO 8: Identify management-related problems, consider alternatives, and reach a conclusion: 25 (100% of total)

   (Total number of students: 25)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **BSM Student Exit Survey:**

   Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

   - Program ISLO 1: Demonstrate knowledge of the core business and management concepts: 25 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 25 (100% of total)
   - Program ISLO 3: Develop a plan to leverage stakeholder diversity: 25 (100% of total)
   - Program ISLO 4: Analyze a management situation and recommend a solution: 25 (100% of total)
   - Program ISLO 5: Apply behavioral knowledge in the workplace: 25 (100% of total)
   - Program ISLO 6: Demonstrate the role of Human Resource Management: 25 (100% of total)
   - Program ISLO 7: Evaluate a performance analysis and use it to make informed decisions: 25 (100% of total)
   - Program ISLO 8: Identify management-related problems, consider alternatives, and reach a conclusion: 25 (100% of total)

   (Total number of students: 17)

2. **BSM End-of-Program Course Evaluation Survey:**

   Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

   - Program ISLO 1: Demonstrate knowledge of the core business and management concepts: 25 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 25 (100% of total)
   - Program ISLO 3: Develop a plan to leverage stakeholder diversity: 25 (100% of total)
   - Program ISLO 4: Analyze a management situation and recommend a solution: 25 (100% of total)
   - Program ISLO 5: Apply behavioral knowledge in the workplace: 25 (100% of total)
   - Program ISLO 6: Demonstrate the role of Human Resource Management: 25 (100% of total)
   - Program ISLO 7: Evaluate a performance analysis and use it to make informed decisions: 25 (100% of total)
   - Program ISLO 8: Identify management-related problems, consider alternatives, and reach a conclusion: 25 (100% of total)

   (Total number of students: 25)

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)	*Direct Measure 3*	*Direct Measure 4*	BSM Student Exit Survey	BSM End-of-Program Course Evaluation Survey	*Indirect Measure 3*	*Indirect Measure 4*
1. Students will be able to demonstrate knowledge of the core business and management concepts.	Met	Met			Met	Met		
2. Students will be able to communicate information to a variety of audiences through various modes in the field of management.	NA	Met			Met	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			Met	Met		
4. Students will be able to analyze a management situation and recommend a solution.	NA	Met			Met	Met		
5. Students will be able to apply behavioral knowledge in the workplace.	NA	Met			Met	Met		
6. Students will be able to demonstrate the role of Human Resource Management in a contemporary organization.	NA	Met			Met	Met		
7. Students will be able to evaluate a performance analysis and use it to	NA	Not Met			Met	Met		

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.	NA	Met			Met	Met			

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

1. **Program ISLO 3:** The performance target for this program ISLO dealing with developing a plan to leverage stakeholder diversity in the workplace to gain a competitive advantage was not met on the end-of-program case study analysis (HBR). Beginning in September 2018, the Management Department will be adding a few faculty members who has special credentials in Diversity. To improve: (1) the subject curriculum for the Diversity course will be improved and (2) the survey instrument will be better aligned with the topic, allowing students to describe and demonstrate leveraging stakeholder diversity in the workplace better.

2. **Program ISLO 7:** The performance target for this program ISLO dealing with evaluating a performance analysis and use it to make informed decisions about the financial position of a company was not met on the end-of-program case study analysis (HBR). Further analysis of the Case Analysis being used for this assessment does not appear to include the necessary information to specifically assess this specific ISLO. To improve, the Management faculty will be reviewing the possibility of obtaining a different case study (HBR) to analyze and/or make adjustments to the one currently being used, in order to clearly and specifically test the learning for this outcome.

Student Learning Assessment for Master of Accountancy (MAcc)

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 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 review, analyze, and interpret internal audits.

6. Students will be able to summarize and synthesize financial data to form business judgment.

7. Students will be able to summarize and synthesize tax related data to form business judgment.

Assessment Instruments for Intended Student Learning Outcomes—	Performance Objectives (Targets/Criteria) for Direct Measures:

Direct Measures of Student Learning:	
1. Professional Certifications Ratio Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	At least 50% of all graduating students will sit for any of the professional certifications in accounting or finance within a term after the students graduate.
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. MAcc 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 MAcc students will indicate that they were "proficient" or "advanced" in achieving each of the program ISLOs.
2. MAcc 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 MAcc 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 Accountancy (MAcc)

Summary of Results from Implementing Direct Measures of Student Learning:

1. **Professional Certifications Ratio:**

   Number of students who sat for a professional certifications exam in accounting or finance and met each of the program-ISLO-related criteria:

   - Program ISLO 1: Knowledge of the core business and accounting concepts: 0 (0% of total)
   - Program ISLO 2: Communicate to a variety of audiences: 0 (0% of total)
   - Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 0 (0% of total)
   - Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 0 (0% of total)
   - Program ISLO 5: Review, analyze, and interpret internal audits: 0 (0% of total)
   - Program ISLO 6: Summarize and synthesize financial date to form business decisions: 0 (0% of total)
   - Program ISLO 7: Summarize and synthesize tax related data to form business judgment: 0 (0% of total)

(Total number of students: 5)

2. **End-of-Program Comprehensive Exam:**

Number of students achieving a subscore of 80% or higher on each of the program-ISLO-related set of examination questions:

- Forensic Accounting (Program ISLO 1): 5 (100% of total)
- Internal Auditing (Program ISLO 1): 5 (100% of total)
- Governmental Accounting Reporting (Program ISLO 1): 5 (100% of total)
- GAAP-Financial Reporting (Program ISLO 1): 5 (100% of total)
- International Accounting (Program ISLO 1): 5 (100% of total)
- Cost Management (Program ISLO 1): 5 (100% of total)
- Taxation (Program ISLO 1): 5 (100% of total)
- Accounting Ethics (Program ISLO 1): 5 (100% of total)

(Total number of students: 5)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **MAcc Student Exit Survey:**

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

- Program ISLO 1: Knowledge of the core business and accounting concepts: 0 (0% of total)
- Program ISLO 2: Communicate to a variety of audiences: 0 (0% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 0 (0% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 0 (0% of total)
- Program ISLO 5: Review, analyze, and interpret internal audits: 0 (0% of total)
- Program ISLO 6: Summarize and synthesize financial date to form business decisions: 0 (0% of total)
- Program ISLO 7: Summarize and synthesize tax related data to form business judgment: 0 (0% of total)

(Total number of students: 5)

2. **MAcc End-of-Program Course Evaluation Survey:**

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Knowledge of the core business and accounting concepts: 0 (0% of total)
- Program ISLO 2: Communicate to a variety of audiences: 0 (0% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 0 (0% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 0 (0% of total)
- Program ISLO 5: Review, analyze, and interpret internal audits: 0 (0% of total)
- Program ISLO 6: Summarize and synthesize financial date to form business decisions: 0 (0% of total)
- Program ISLO 7: Summarize and synthesize tax related data to form business judgment: 0 (0% of total)

(Total number of students: 5)

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Professional Certifications Ratio	End-of-Program Comprehensive Exam	*Direct Measure 3*	*Direct Measure 4*	MAcc Student Exit Survey	MAcc End-of-Program Course Evaluation Survey	*Indirect Measure 3*	*Indirect Measure 4*
1. Students will be able to demonstrate knowledge of the core business and accounting concepts.	NA	Met			NA	NA		
2. Students will be able to communicate information to a variety of audiences.	NA	NA			NA	NA		
3. Students will be able to compare and contrast plans to leverage stakeholder diversity.	NA	NA			NA	NA		
4. Students will be able to synthesize information to recommend	NA	NA			NA	NA		

solutions to complex and ambiguous situations.								
5. Students will be able to review, analyze, and interpret internal audits.	NA	NA			NA	NA		
6. Students will be able to summarize and synthesize financial data to form business judgment.	NA	NA			NA	NA		
7. Students will be able to summarize and synthesize tax related data to form business judgment.	NA	NA			NA	NA		

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

1. **Program ISLO 1:** The performance target for this program ISLO dealing with demonstrating knowledge of the core business and accounting concepts was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.

2. **Program ISLO 2:** The performance target for this program ISLO dealing with communicating information to a variety of audiences was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.

3. **Program ISLO 3:** The performance target for this program ISLO dealing with comparing and contrasting plans to leverage stakeholder diversity was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.

4.	**Program ISLO 4:** The performance target for this program ISLO dealing with synthesizing information to recommend solutions to complex and ambiguous situations was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.
5.	**Program ISLO 5:** The performance target for this program ISLO dealing with reviewing, analyzing, and interpreting internal audits was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.
6.	**Program ISLO 6:** The performance target for this program ISLO dealing with summarizing and synthesizing financial data to form business judgment was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.
7.	**Program ISLO 7:** The performance target for this program ISLO dealing with summarizing and synthesizing tax related data to form business judgment was not assessed at the professional certifications ratio, as students are in the current process of taking the designated exam. In addition, the ISLO was not met at the student exit survey and the end-of-program course evaluation survey. Due to an administrative error and execution of the survey the graduate MAcc students were unable to answer the exit survey, nor the end-of-program course evaluation survey. To improve, the Program Chair will validate that all MAcc program instructors add an adaptive release on each assessment. In other words, content material in that specific course will not be made available until the student has completed the assessment in its respective course.
Student Learning Assessment for Master of Business Administration (MBA)
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 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, 6, 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, 6, 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 of Business Administration (MBA)
Summary of Results from Implementing Direct Measures of Student Learning:
1. **End-of-Program Capstone Case Study** Number of students receiving an evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 15 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 15 (100% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 15 (100% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 15 (100% of total)
- Program ISLO 5: Evaluate the business environment and its internal and external components: 15 (100% of total)
- Program ISLO 6: Formulate strategies based on quantitative business measures: 15 (100% of total)
- Program ISLO 7: Critique ethical and legal environment of business: 15 (100% of total)

(Total number of students: 15)

2. **End-of-Program Comprehensive Exam**

Number of students achieving a subscore of 80% or higher on each of the program-ISLO-related set of examination questions:

- Accounting (Program ISLO 1):   9 (60% of total)
- Business Ethics (Program ISLO 1):   3 (20% of total)
- Business Finance (Program ISLO 1):   5 (33% of total)
- Business Integration and Strategic Management (Program ISLO 1):   10 (67% of total)
- Business Leadership (Program ISLO 1):   9 (60% of total)
- Economics Macroeconomics (Program ISLO 1):   7 (47% of total)
- Economics Microeconomics (Program ISLO 1):   7 (47% of total)
- Global Dimensions of Business (Program ISLO 1):   5 (33% of total)
- Information Management (Program ISLO 1):   5 (33% of total)
- Legal Environment of Business (Program ISLO 1):   6 (40% of total)
- Marketing (Program ISLO 1):   6 (40% of total)

(Total number of students: 15)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **MBA Student Exit Survey**

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 15 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 15 (100% of total)

- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 14 (93% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 13 (87% of total)
- Program ISLO 5: Evaluate the business environment and its internal and external components: 15 (100% of total)
- Program ISLO 6: Formulate strategies based on quantitative business measures: 14 (93% of total)
- Program ISLO 7: Critique ethical and legal environment of business: 15 (100% of total)

(Total number of students: 15)

2. **MBA End-of-Program Course Evaluation Survey**

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Demonstrate knowledge of the core business concepts: 12 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 12 (100% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 12 (100% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 12 (100% of total)
- Program ISLO 5: Evaluate the business environment and its internal and external components: 12 (100% of total)
- Program ISLO 6: Formulate strategies based on quantitative business measures: 12 (100% of total)
- Program ISLO 7: Critique ethical and legal environment of business: 12 (100% of total)

(Total number of students: 12)

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	*Direct Measure 3*	*Direct Measure 4*	MBA Student Exit Survey	MBA End-of-Program Course Evaluation Survey	*Indirect Measure 3*	*Indirect Measure 4*
1. Students will be able to demonstrate knowledge of the 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	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. **Program ISLO 1:** The performance target for this program ISLO dealing with demonstrating knowledge of the core business concepts was not met on the end-of-program comprehensive exam. To improve student knowledge in regards to core business concepts in each field course content and instructional material for each course will be reviewed and adjusted during the degree wide redevelopment. Further, the assessment tool will be reviewed to ensure alignment with the 2018/19 changing MBA curriculum.

Student Learning Assessment for Master of Public Administration (MPA)

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of the 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 of Public Administration (MPA)
Summary of Results from Implementing Direct Measures of Student Learning:
1. **End-of-Program Capstone Case Study**

Number of students receiving an evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core public administration concepts: 13 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 13 (100% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 13 (100% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 13 (100% of total)
- Program ISLO 5: Evaluate public administration environment and its internal and external components: 13 (100% of total)
- Program ISLO 6: Formulate budgets based on quantitative public data and measures: 13 (100% of total)
- Program ISLO 7: Critique ethical and legal environment: 13 (100% of total)

(Total number of students: 13)

2. **End-of-Program Comprehensive Exam**

Number of students achieving a subscore of 80% or higher on each of the program-ISLO-related set of examination questions:

- Public Administration (Program ISLO 1): 10 (83% of total)
- Management of American, State, & Local Government (Program ISLO 1): 7 (58% of total)
- Executive Leadership & Decision Making (Program ISLO 1): 9 (75% of total)
- Administrative Law and Regulatory Processes (Program ISLO 1): 9 (75% of total)
- Labor Relations, Negotiation, and Contract Issues in Human Resources (Program ISLO 1): 11 (92% of total)
- Professional Ethics, Social Responsibility and Diversity (Program ISLO 1): 10 (83% of total)
- Governmental Budgeting and Finance (Program ISLO 1): 10 (83% of total)
- Public Infrastructure Management (Program ISLO 1): 10 (83% of total)
- Economic Development (Program ISLO 1): 11 (92% of total)
- Public Policy Analysis (Program ISLO 1): 10 (83% of total)

(Total number of students: 12)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **MPA Student Exit Survey**

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO-related criteria:

- Program ISLO 1: Demonstrate knowledge of the core public administration concepts: 12 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 11 (92% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 11 (92% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 11 (92% of total)
- Program ISLO 5: Evaluate public administration environment and its internal and external components: 12 (100% of total)
- Program ISLO 6: Formulate budgets based on quantitative public data and measures: 11 (92% of total)
- Program ISLO 7: Critique ethical and legal environment: 12 (100% of total)

(Total number of students: 12)

2. **MPA End-of-Program Course Evaluation Survey**

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Demonstrate knowledge of the core public administration concepts: 13 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 12 (92% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 12 (92% of total)
- Program ISLO 4: Synthesize information to recommend solutions to complex and ambiguous situations: 12 (92% of total)
- Program ISLO 5: Evaluate public administration environment and its internal and external components: 13 (100% of total)
- Program ISLO 6: Formulate budgets based on quantitative public data and measures: 10 (77% of total)
- Program ISLO 7: Critique ethical and legal environment: 11 (85% of total)

(Total number of students 13)

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	Direct Measure 3	Direct Measure 4	MPA Student Exit Survey	MPA End-of-Program Course Evaluation Survey	Indirect Measure 3	Indirect Measure 4
1. Students will be able to demonstrate knowledge of the	Met	Met			Met	Met		

core public administration concepts.								
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	Not 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. **Program ISLO 6:** The performance target for this program ISLO dealing with formulating budgets based on quantitative public data and measures was not met on the end-of-program course evaluation survey. To improve student knowledge in regards to formulating budgets based on public data and measures, additional review material will be embedded in core business courses, PAD6406, PAD6895, and PAD6999.

Student Learning Assessment for Master of Science in Management (MSM)

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 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" 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 (MSM)

Summary of Results from Implementing Direct Measures of Student Learning:

1. **End-of-Program Capstone Research Paper:**

   Number of students receiving an evaluation rating of "competent" or "accomplished" on each of the program-ISLO-related criteria:

   - Program ISLO 1: Demonstrate knowledge of core business and management concepts: 4 (100% of total)
   - Program ISLO 2: Communicate information to a variety of audiences: 4 (100% of total)
   - Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 4 (100% of total)
   - Program ISLO 4: Interpret financial data and use it to make informed decisions: 4 (100% of total)
   - Program ISLO 5: Critique behavioral knowledge in a workplace environment: 4 (100% of total)
   - Program ISLO 6: Critique the role of Human Resource Management: 4 (100% of total)
   - Program ISLO 7: Synthesize information to recommend solutions: 4 (100% of total)

   (Total number of students: 4)

2. **End-of-Program Comprehensive Exam:**

   Number of students achieving a subscore of 80% or higher on each of the program-ISLO-related set of examination questions:

   - Organizational Behavior (Program ISLO 1): 1 (25% of total)
   - Leadership (Program ISLO 1): 4 (100% of total)
   - Performance Analysis (Program ISLO 1): 3 (75% of total)
   - Human Resources (Program ISLO 1): 1 (25% of total)
   - Research (Program ISLO 1): 3 (75% of total)
   - Change Management (Program ISLO 1): 4 (100% of total)
   - Recruiting (Program ISLO 1): 2 (50% of total)
   - Diversity (Program ISLO 1): 2 (50% of total)
   - Ethics (Program ISLO 1): 3 (75% of total)
   - Employee Relations (Program ISLO 1): 3 (75% of total)

   (Total number of students: 4)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. **MSM Student Exit Survey:**

Number of students indicating they were "proficient" or "advanced" in achieving each of the program-ISLO related criteria:

- Program ISLO 1: Demonstrate knowledge of core business and management concepts: 4 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 4 (100% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 4 (100% of total)
- Program ISLO 4: Interpret financial data and use it to make informed decisions: 4 (100% of total)
- Program ISLO 5: Critique behavioral knowledge in a workplace environment: 4 (100% of total)
- Program ISLO 6: Critique the role of Human Resource Management: 4 (100% of total)
- Program ISLO 7: Synthesize information to recommend solutions: 4 (100% of total)

(Total number of students: 4)

2. **MSM End-of-Program Course Evaluation Survey:**

Number of students rating the contribution of course learning as "proficient" or "advanced" in achieving each of the program ISLOs:

- Program ISLO 1: Demonstrate knowledge of core business and management concepts: 4 (100% of total)
- Program ISLO 2: Communicate information to a variety of audiences: 4 (100% of total)
- Program ISLO 3: Compare and contrast plans to leverage stakeholder diversity: 4 (100% of total)
- Program ISLO 4: Interpret financial data and use it to make informed decisions: 4 (100% of total)
- Program ISLO 5: Critique behavioral knowledge in a workplace environment: 4 (100% of total)
- Program ISLO 6: Critique the role of Human Resource Management: 4 (100% of total)
- Program ISLO 7: Synthesize information to recommend solutions: 4 (100% of total)

(Total number of students: 4)

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**	*Direct Measure 3*	*Direct Measure 4*	**MSM Student Exit Survey**	**MSM End-of-Program Course Evaluation Survey**	*Indirect Measure 3*	*Indirect Measure 4*

1. Students will be able to demonstrate knowledge of the 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 stakeholder diversity to gain a competitive advantage.	Met	NA			Met	Met
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. **Program ISLO 1:** The performance target for this ISLO dealing with demonstrating knowledge in the core business and management concepts was not met on the end-of-program comprehensive exam. To improve, the Management faculty will continue to review the validity of this survey instrument. Courses are presently being redeveloped to align with four-week sessions. Some other considerations for improvement are redevelopment of the course						

syllabi, as well as the program and course ISLOs to present the content of the core curriculum in a more consistent manner. MCTs have been initiated, but are presently still under construction. At this time, the Management Department has decided not to utilize The Major Field Test for management graduates; however, this option will be readdressed once the four-week course sessions have been developed and well under way.