

Major: Management

	Assessment Method & Procedures	Data Collection Frequency
<b>Program Learning Outcome 1.</b>	❑ <b>Apply analytical and critical thinking skills by utilizing general business principles and practices in Accounting, Economics, Finance, Management and Marketing.</b>	
Outcome 1.1 Demonstrated an integrated understanding of business principles.	80% of students in MGMT 4800 (all sections) will receive a "C" or better on the midterm/final exams in spring semester	Tri - Annual
Outcome 1.2 Developed advanced analytical skills through the use of complex and comprehensive cases, to be able to identify central issues/problems in these cases and present well-supported recommendations for future actions.	Case study analysis to evaluate the situation and create an appropriate solution in written format 80% of students in MGMT 3250 will receive a "C" or better on an applicable case study in fall semester	Tri - Annual
Outcome 1.3 Demonstrated research skills required in gathering and interpreting key business internal and external environmental data	80% of students in MGMT 4800 (all sections) will receive a "C" or better on the second case study (that included a SWOT) in MGMT 4800 in spring semester	Tri - Annual
<b>Program Learning Outcome 2.</b>	❖ Demonstrate <b>ethical leadership</b> and <b>effective teamwork</b> in given business scenarios of a <b>global</b> and <b>diverse</b> environment.	

Outcome 2.1 Understand how to foster ethical behavior and an ethical culture in organization	80% of students received an 80% or higher on the international business ethics forum in MGMT 4800 in spring semester	Tri - Annual
Outcome 2.2 Understand the role of culture in a global business environment	80% of students received an 80% or higher on the international business ethics forum in MGMT 4800 in spring semester	Tri - Annual
<b>Program Learning Outcome 3</b>		
<b>☑ Integrate technology and computer software applications to address business challenges.</b>		
Outcome 3.2 Be able to create and deliver a presentation using current presentation technology.	80% of students will receive a 80% or better on the final case study presentation in MGMT 3600 in fall semester	Tri - Annual
Outcome 3.3 - Demonstrate the ability to format a professional word processing document.	80% of students will receive a 75% or better on the MGMT 3220 research paper in fall semester	Tri - Annual
Outcome 3.4 Developed an understanding of the information technology infrastructure to include hardware and software assets, data resources and networks.	80% of students will receive a 70% or better on an applicable project management assignment in spring semester	Tri - Annual
<b>Program Learning Outcome 4</b>		
<b>☑ Apply effective communication skills in business and professional settings.</b>		

Outcome 4.1 Demonstrate effective oral communication skills	80% of students will receive a 80% or better on the final case study presentation in MGMT 3600 in fall semseter	Tri - Annual
Outcome 4.2 Demonstrate effective written communication skills	80% of students will receive a 75% or better on the MGMT 3220 resarch paper in fall semester	Tri - Annual
<b>Program Learning Outcome 5</b>		
<b>Articulate the core management functions of planning, organizing, leading and controlling across all enterprise operations.</b>		
Outcome 5.1	Instructional unit exam or final exam in MGMT 3200. 80 percent of the students earned an average of 70 percent or higher on all exams in fall semester	Tri - Annual
<b>Program Learning Outcome 6</b>		
<b>☑ Incorporate best practices in human resource and operations management to achieve organizational goals.</b>		
Outcome 6.1 Developed knowledge in applying key methods in operations and Lean principles to achieve operational excellence.	Instructional unit exam or final exam in MGMT 3250. 80 percent of the students earned 70 percent or more in the outcome related questions in fall semester	Tri - Annual
Outcome 6.2 Developed an understanding of the significance of human capital and the power of diversity in the workplace.	Instructional unit exam or final exam in MGMT 3215. 80 percent of the students earned 75 percent or more in the outcome related questions in fall semester	Tri - Annual

**☑ Demonstrate an understanding of the value of strategic innovation as a key component in sustaining business growth.**

**Program Learning Outcome 7**

Outcome 7.1 Understand the dynamics of creative innovation management.	Instructional unit exam or final exam in MGMT 3600. 80 percent of the students earned 80 percent or more in the outcome related questions in fall semester	Tri - Annual
Outcome 7.2 Demonstrated an advanced understanding of strategic management concepts, research and theories.	80 percent of the students earned 75 percent or higher on the final case study in MGMT 4800 in spring semester	Tri - Annual

Reporting Timeframe	Results	Planned Improvements Based on Results
2019		
2018		
2017	<p>On-campus: 84.61% of students received a "C" or better on the second case study in the course. One student received a "D" and 3 students received an "F" because they did not submit the assignment. Online: 71% of students received a "C" or better and 21% of students received a "D" or "F." Of those that received a "D" or "F", 4/7</p>	<p>The on-campus students over-exceeded the goal of 70% achieving a "C" or better. The online students just met this goal. In future online courses, additional resources, tutorial, etc will be provided to the online students to assist with this assignment and to have a better understanding of internal and external factors affecting a business. Additionally, there were many students, both online and on-campus, did not turn in the assignment. Additional reminders and announcements need to be provided to ensure that students are turning in their assignments.</p>

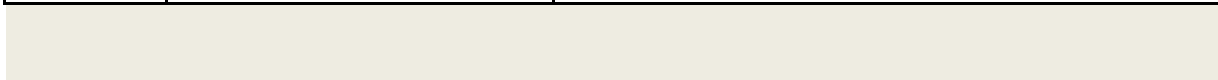
2018		
2018		



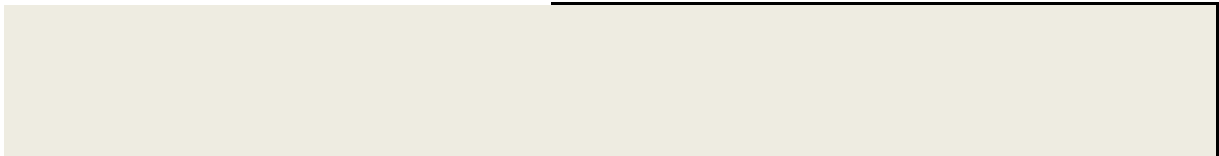
2017	On-campus: 100% of students received an 80% or better on the final case study presentation. Online: 100% of students received a "B" or better on th on this	Based on these results, it appears that management students have excellent presentation skills. In the future, the guidelines for this presentation could be more rigorous in order to challenge students more.
------	---	---

2017	On-campus: The average grade on this assignment was 95.85% with 100% of students receiving a 75% or better on this assignment. Online: the average grade on this assignment was 81.85% with 85% of students receiving a 70% or higher on this assignment.	Students in both the online and on-campus sections of this course achieved the desired results. It should be noted that the online scores are lower because 2 students did not turn in the assignment, bringing the average down. Additional reminders should be sent to online students regarding due dates and the importance of turning in assignments. In the future, on-campus students will be required to have a more in-depth interview with an HR professional, making this assignment a bit more challenging. Online students are already exceeding expectations on this portion of the assignment.
------	---	---

2019		
------	--	--



2017	On-campus: 100% of students received an 80% or better on the final case study presentation. Online: 100% of students received a "B" or	Based on these results, it appears that management students have excellent presentation skills. In the future, the guidelines for this presentation could be more rigorous in order to challenge students more.
2017	On-campus: The average grade on this assignment was 95.85% with 100% of students receiving a 75% or better on this assignment. Online: the average grade on this assignment was 81.85% with 85% of students receiving a 70% or higher on this assignment.	Students in both the online and on-campus sections of this course achieved the desired results. It should be noted that the online scores are lower because 2 students did not turn in the assignment, bringing the average down. Additional reminders should be sent to online students regarding due dates and the importance of turning in assignments. In the future, on-campus students will be required to have a mroe in-depth interview with an HR professional, making this assignment a bit more challenging. Online students are already exceeding expectations on this portion of the assignment.
2018		
2019		
2019		



2018		
2019		



University of Minnesota Crookston  
Assessment of Student Learning

Major: Management

5/13/2016

	Assessment Method & Procedures	Data Collection Frequency	Reporting Timeframe	Results	Planned Improvements Based on Results
<b>Program Learning Outcome 1.</b>	<b>Apply analytical and critical thinking skills by utilizing general business principles and practices in Accounting, Economics, Finance, Management and Marketing.</b>				
Outcome 1.1 Demonstrated an integrated understanding of business principles.	80% of students in MGMT 4800 (all sections) will receive a "C" or better on the final/comprehensive case study in MGMT 4800	Tri - Annual	2017		
Outcome 1.2 Developed advanced analytical skills through the use of complex and comprehensive cases, to be able to identify central issues/problems in these cases and present well-supported recommendations for future actions.	Case study analysis to evaluate the situation and create an appropriate solution in written format >50% students get "A" <10% students get "D" on the Final Case Study in MGMT 3250 Operations Management	Tri - Annual	2016	76.8% students received A 4.3% students received B 5.8% students received C 2.9% students received D 10.1% students received F	The 13% students that received a grade of D or less is slightly more than expected, but many of the students that received an F did not complete the course and got an F for the course. Future results will be compared with this year to make a decision to change the measurement.
Outcome 1.3 Demonstrated research skills required in gathering and interpreting key business internal and external environmental data	80% of students in MGMT 4800 (all sections) will receive a "C" or better on the second case study (that included a SWOT) in MGMT 4800	Tri - Annual	2017		

❖ Demonstrate **ethical leadership** and **effective teamwork** in given business scenarios of a **global** and **diverse** environment.

**Program Learning Outcome 2.**

Outcome 2.1 Demonstrate ethical behavior and to foster ethical culture in organization	case studies, discussion forums, exercises and exams that critically reflect ethical decision making	Tri - Annual	2017		
Outcome 2.2 Understand the role of culture in a global business environment	International Business Ethics Forum (online) and presentation (on-campus)	Tri - Annual	2017		
Outcome 2.3 Develop the ability to collaborate effectively in a team setting		Tri - Annual	2017		

☑ Integrate **technology** and **computer software applications** to address **business challenges**.

**Program Learning Outcome 3**

<del>Outcome 3.1 Demonstrate how to use spreadsheets effectively for business analysis</del>	<del>Assignments, comprehensive CA 1020 course-exam</del>	<del>Tri - Annual</del>	<del>2017</del>		
Outcome 3.2 Be able to create and deliver a presentation using current presentation technology.	Case studies, discussions	Tri - Annual	2017		
Outcome 3.3 - Demonstrate the ability to format a professional word processing document.	Academic Research Paper from Business Writing or Writing in Your Profession Course	Tri - Annual	2017		

Outcome 3.4 Developed an understanding of the information technology infrastructure to include hardware and software assets, data resources and networks.	Assignments, research papers, and the comprehensive course exam.	Tri - Annual	2017		
<b>Program Learning Outcome 4</b>		<b>☑ Apply effective communication skills in business and professional settings.</b>			
Outcome 4.1 Demonstrate effective oral communication skills	Classroom presentations, classroom participation, video conferencing	Tri - Annual	2017		
Outcome 4.2 Demonstrate effective written communication skills	Evaluated 15 Management students using the AAC&U Written Communication VALUE Rubric on the MGMT 3220 Research Assignment from Spring Semester 2015 E90/E91 sections. (Only offered online in the spring)	Tri - Annual	2015	11/15 (73%) students scored 70% or higher which includes averaging a "3 or 4" in being proficient of the five components in the rubric in their research assignment.	Management program faculty should meet by the beginning of the Fall 2016 semester to determine if this is the correct assessment method for this outcome. Determine an appropriate benchmark (%) of proficiency in the written communication skills of our Management students.
<b>Program Learning Outcome 5</b>		<b>☑ Articulate the core management functions of planning, organizing, leading and controlling across all enterprise operations.</b>			
	Instructional unit exam or final exam in MGMT 3200. 80 percent of the students earned 70 percent or more in the outcome related questions	Tri - Annual	2017		
<b>Program Learning Outcome 6</b>		<b>☑ Incorporate best practices in human resource and operations management to achieve organizational goals.</b>			

Outcome 6.1 Developed knowledge in applying key methods in operations and Lean principles to achieve operational excellence.	Instructional unit exam or final exam in MGMT 3250. 80 percent of the students earned 70 percent or more in the outcome related questions	Tri - Annual	2017		
Outcome 6.2 Developed an understanding of the significance of human capital and the power of diversity in the workplace.	Instructional unit exam or final exam in MGMT 3220 and MGMT 3215. 80 percent of the students earned 70 percent or more in the outcome related questions	Tri - Annual	2017		
<b>Program Learning Outcome 7</b>		<b>☑ Demonstrate an understanding of the value of strategic innovation as a key component in sustaining business growth.</b>			
Outcome 7.1 Understand the dynamics of creative innovation management.	Instructional unit exam or final exam in MGMT 3600. 80 percent of the students earned 70 percent or more in the outcome related questions	Tri - Annual	2017		
Outcome 7.2 Demonstrated an advanced understanding of strategic management concepts, research and theories.	Instructional unit exam or final exam in MGMT 4800. 80 percent of the students earned 70 percent or more in the outcome related questions	Tri - Annual	2017		