

Assessment Method & Procedures	Data Collection Frequency	Reporting Timeframe	Results	Planned Improvements Based on Results	
<b>Apply analytical and critical thinking skills by utilizing general business principles and practices in Accounting, Economics, Finance, Management and Marketing.</b>					
<b>Program Learning Outcome 1.</b>					
Outcome 1.1 Demonstrated an integrated understanding of business principles.	80% of students in MGMT 4800 (all sections) in spring semester 2018 will receive a "C" or better on the simulation in MGMT 4800	Tri - Annual	2018	96% of students received a grade of a "c" (70%) or higher. In fact, most students earned an A or B on this simulation assignment. This indicates that	No action required.
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	2019		
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	2017	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 did not turn in	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.
<b>❖ Demonstrate ethical leadership and effective teamwork in given business scenarios of a global and diverse environment.</b>					
<b>Program Learning Outcome 2.</b>					
Outcome 2.1 Understand how to foster ethical behavior and an ethical culture in organization	GBUS 3500: The average score on an applicable case study in GBUS 3500 in Fall 2018 or spring 2019 (all sections) will be 80% or better.	Tri - Annual	2019		
Outcome 2.2 Understand the role of culture in a global business environment	IBUS 3500: The average score on an applicable exam or exam questions in IBUS 3500 will be a 75% or better in Spring 2019.	Tri - Annual	2019		
<b>Apply technology and computer software applications to address business challenges.</b>					
<b>Program Learning Outcome 3</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	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 the 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.
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	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.

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 the Microsoft Project assignments in MGMT 4200 in Spring 2018.	Tri - Annual	2018	90% of students (online and on-campus) during spring 2018 earned a 70% or better on the Microsoft project assignments in MGMT 4200.	Although students achieved the desired outcome, it would be helpful to students to have more tutorials to assist students in learning this technology. Overall, students are technology savvy and are easily able to grasp new technology concepts. Additionally, relevant management technologies should be integrated into management coursework whenever possible.
<b>Apply effective communication skills in business and professional settings.</b>					
<b>Program Learning Outcome 4</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 semester	Tri - Annual	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.
Outcome 4.2 Demonstrate effective written communication skills	80% of students will receive a 75% or better on the MGMT 3220 research paper in fall semester	Tri - Annual	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.
<b>Articulate the core management functions of planning, organizing, leading and controlling across all enterprise operations.</b>					
<b>Program Learning Outcome 5</b>					
Outcome 5.1	Instructional unit exam or final exam in MGMT 4800. 80 percent of the students earned an average of 70 percent or higher on the midterm and final exams in MGMT 4800	Tri - Annual	2018	93% of students in MGMT 4800 received a "C" (70%) or better on the midterm exam and 96% of students received a "C" or better on the final exam.	These results indicated students have a solid understanding of the core management functions - leading, planning, organizing, and controlling across all enterprise operations. It was found, however, that one instructor utilized all multiple choice questions on the midterm and final exam, while another chose to use multiple choice and short answer. Overall, students performed well on both, however, the exams with only multiple choice had a larger grade distribution (i.e. some lower "D" and "F" scores). Our recommendation is to better align the exams in both sections to include short answer, as it appears that students are better able to demonstrate their understanding in the short-answer format.
<b>Incorporate best practices in human resource and operations management to achieve organizational goals.</b>					
<b>Program Learning Outcome 6</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	2019		
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	2019		
<b>Demonstrate an understanding of the value of strategic innovation as a key component in sustaining business growth.</b>					
<b>Program Learning Outcome 7</b>					
Outcome 7.1 Understand the dynamics of creative innovation management.	Unit 2 and 3 case studies in MGMT 3600. The average combined grade of the unit #2 and 3 case studies will be 80% or higher in all sections in fall 2018 of MGMT 3600	Tri - Annual	2018	The average scores on the unit 2 and 3 case studies in MGMT 3600 in Fall 2018 were 89% and 90% respectively.	Students achieved the desired results. However, after further analysis of the qualitative written feedback to students, it appears that some students struggled to fully analyze the issues in the case, and to provide real in-depth critical thinking. In order to improve critical thinking, students should be encouraged to partake in more secondary research on the topic. Furthermore, the assignment should pose additional thought provoking questions. Lastly, a sample of a well thought out (i.e. good critical thinking demonstrated) case study should be given to students to better show them critical thinking expectations on the case studies.

<p>Outcome 7.2 Demonstrated an advanced understanding of strategic management concepts, research and theories.</p>	<p>80 percent of the students earned 75 percent or higher on the final case study in MGMT 4800 in spring semester</p>	<p>Tri - Annual</p>	<p>2019</p>	<p>76% of students received a score of 75% or better on the final case study in MGMT 4800. Of the 24% of students who did not achieve a 75% or better, three students did not even complete the assignment (i.e. receiving a zero/F). Of those who completed the assignment 76% of students received a 75% or better on the final case study.</p>	<p>Our recommendations are to have the case study due a bit earlier in the semester, as many students seemed overwhelmed as finals week approached. Additionally, the instructors are going to provide additional tutorials and/or lectures on how to utilize the different strategic management tools/assessments discussed in the course.</p>
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