

**BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2014-2015 ACADEMIC YEAR**

2014 – 2015 CURRICULUM MAP

	PLO 1 Examine one’s personal leadership style and determine its appropriateness to various organizational situations.	PLO 2 Demonstrate appropriate decision-making skills in organizational contexts.	PLO 3 Formulate strategies for effective team development.	PLO 4 Analyze alternative solutions for complex business problems.	PLO 5 Compare and contrast individual characteristics that influence work behaviors and organizational effectiveness.	PLO 6 Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.
<i>MGT 330: Management for Organizations</i>	I	I	I	I		I
<i>MGT 380: Leadership for Organizations</i>	R		R		I	R
<i>MGT 415: Group Behavior in Organizations</i>	R	R	R		R	R
<i>SOC 402: Contemporary Social Problems and the Workplace</i>	R					M
<i>COM 425: Communication in Organizations</i>					R	
<i>MGT 435: Organizational Change</i>		R				
<i>BUS 303: Human Resources Management</i>				R		

<i>MGT 450: Strategic Planning for Organizations</i>				R		
<i>PHI 445: Personal and Organizational Ethics</i>	M	R	M			M
<i>MGT 460: Leadership Priorities and Practice</i>	M	M	M	M	M	M

I (INTRODUCED) R (REINFORCED) M (MASTERED)

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Examine one’s personal leadership style and determine its appropriateness to various organizational situations.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

<p>Direct Measure 1: CPC Comprehensive Exam – Business Leadership Section</p>	<p>BA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>1160</p>	<p>On average BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Leadership section of the Common Professional Component comprehensive exam.</p>	<p>2. MEETS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% must score 400 or higher on the CPC comprehensive exam.</p>	<p>1119</p>	<p>1160</p>	<p>1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 135.98).	
Direct Measure 3: MGT 380 Final Project	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	5807	6087	5807 out of 6087 (95.40%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 380 Final Paper content criteria mapped to PLO 1.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: • I understand the learning objectives of my courses.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be:</p> <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. 	<p>924</p>	<p>978</p>	<p>94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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PLO 2 - Demonstrate appropriate decision-making skills in organizational contexts.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam - Management Section	BA Organizational Management students, on average, must score at or above the average in the PAS "Online Campus" and "Traditional Campus" Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	1160	On average BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on	2. MEETS THE ACCEPTABLE TARGET

				the Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	1119	1160	1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard Deviation = 135.98).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT 435 Final Project	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1159	1230	1159 out of 1230 (94.23%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 435 Final	1. EXCEEDS THE ACCEPTABLE TARGET

				Paper content criteria mapped to PLO 2.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: • I understand the learning objectives of my courses.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: • The curriculum was relevant to my professional needs.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their	1. EXCEEDS THE ACCEPTABLE TARGET

				professional needs.	
PLO 3 - Formulate strategies for effective team development.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business Leadership Section	BA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	1160	On average BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the	2. MEETS THE ACCEPTABLE TARGET

				Traditional Aggregate Pool on the Business Leadership section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	1119	1160	1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard Deviation = 135.98).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT 415 Final Project	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	4393	4884	4393 out of 4884 (89.95%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished	1. EXCEEDS THE ACCEPTABLE TARGET

				performance on the MGT 415 Final Paper content criteria mapped to PLO 3.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: <ul style="list-style-type: none">• I understand the learning objectives of my courses.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: <ul style="list-style-type: none">• The curriculum was relevant to my professional needs.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their	1. EXCEEDS THE ACCEPTABLE TARGET

				professional needs.	
PLO 4 - Analyze alternative solutions for complex business problems.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business Integration and Strategic Management Section	BA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	1160	On average, BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Integration and	2. MEETS THE ACCEPTABLE TARGET

				Strategic Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	1119	1160	1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard Deviation = 135.98).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT460 Final Paper	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2070	2330	2070 out of 2330 (88.84%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the MGT 460 Final Paper content criteria mapped to PLO 4.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: <ul style="list-style-type: none"> • I understand the learning objectives of my courses. 	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. 	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their	1. EXCEEDS THE ACCEPTABLE TARGET

				professional needs.	
PLO 5 - Compare and contrast individual characteristics that influence work behaviors and organizational effectiveness.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam - Business Communications Section	BA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Communications section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	Peregrine Academic Services comparative data are not available for this section for the 2014 -15 assessment cycle.	4. INSUFFICIENT DATA

<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% must score 400 or higher on the CPC comprehensive exam.</p>	<p>1119</p>	<p>1160</p>	<p>1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard Deviation = 135.98).</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 3: MGT415 Final Project</p>	<p>70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>4393</p>	<p>4884</p>	<p>4393 out of 4884 (89.95%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 415 Final Paper content criteria mapped to PLO 5.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 1: End of Program Survey - I understand the</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will</p>	<p>924</p>	<p>978</p>	<p>94.48% of BA Organizational Management students upon</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>learning objectives of my courses</p>	<p>be:</p> <ul style="list-style-type: none"> • I understand the learning objectives of my courses. 			<p>completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	
<p>Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be:</p> <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. 	<p>924</p>	<p>978</p>	<p>94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

PLO 6 - Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

<p>Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section</p>	<p>BA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>1160</p>	<p>On average BA Organizational Management students scored below the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive exam.</p>	<p>3. DOES NOT MEET THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% must score 400 or higher on the CPC comprehensive exam.</p>	<p>1119</p>	<p>1160</p>	<p>1119 out of 1160 (96.47%) BA Organizational Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 596.12, Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 135.98).	
Direct Measure 3: SOC402 Final Project	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2516	3844	2516 out of 3844 (91.47%) BA Organizational Management records evaluated indicate basic, proficient, or distinguished performance on the SOC 402 Final Paper content criteria mapped to PLO 6.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be: • I understand the learning objectives of my courses.	924	978	94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Indirect Measure 2: End of Program Survey - The curriculum was relevant to my professional needs.</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The item to be used will be:</p> <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. 	<p>924</p>	<p>978</p>	<p>94.48% of BA Organizational Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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OVERALL RECOMMENDATIONS

In the BA Organizational Management program, students met or exceeded the acceptable and ideal targets for the assignment-based direct measures for all program learning outcomes (PLO). In addition, BA Organizational Management students met or exceeded the acceptable and ideal targets for the Overall CPC Exam score. The scores for each measured section of the CPC exam specific to their respective PLO also managed positive results.

Student scores met or exceeded both the acceptable and ideal targets for each section of the CPC Exam tested for their respective PLOs with the exception of the Business Ethics section (used as a measure of PLO 6). PLO 5 used the Communication section of the CPC Exam as a measure; however, there is no comparable data available as Ashford University is the only school to test this section outside of accounting students.

The End of Program Survey (EOPS) responses met or exceeded the acceptable and ideal targets based on responses specific to the following items: the curriculum was relevant to my professional needs and the student understands the learning outcomes of each course.

In preparation for the 2015-16 assessment cycle, it is recommended that the Faculty perform an in-depth review of each program assessment plan (including measures used and targets set). In particular, Faculty may want to review targets set for assignments in courses using Waypoint, CPC Exam sections, and all survey measures to ensure that these targets remain appropriate and meaningful. In addition, faculty may want to consider why students' underperformed in the Business Ethics section.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO4</i>	<i>The revised MGT 460 course guide and Waypoint rubrics. Faculty will then review and compare student learning outcome data related to student achievement of PLO 4 pre- and post-action.</i>	<i>The Academic Department Chair, Faculty, Program Manager, Curriculum Coordinators, Assessment Analysts</i>	<i>Complete</i>	<i>October 2015</i>
<i>Action Details</i>	<i>Revise Assignments and Develop Waypoint rubrics for MGT 460.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>TBD</i>	<i>Faculty will review the Waypoint rubrics and grading results to determine if further action is necessary.</i>	<i>The Academic Department Chair, Faculty, Program Manager, Curriculum Coordinators, Assessment Analysts</i>	<i>Complete</i>	<i>June 2015</i>
<i>Action Details</i>	<i>Faculty will participate in a study to determine the effectiveness and appropriateness of the Waypoint rubrics for each course in the BA Organizational Management program.</i>			