

**BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2015-2016 ACADEMIC YEAR**

2015 – 2016 CURRICULUM MAP

	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6
	Examine one’s personal leadership style and determine its appropriateness to various organizational situations.	Demonstrate appropriate decision-making skills in organizational contexts.	Formulate strategies for effective team development.	Analyze alternative solutions for complex business problems.	Compare and contrast individual characteristics that influence work behaviors and organizational effectiveness.	Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.
<i>BUS 119: Principles of Personal & Organizational Leadership</i>	I			I		
<i>BUS 250: Corporate and Social Responsibility</i>		I				I
<i>MGT 330: Management for Organizations</i>	R	R	I	I		R
<i>MGT 380: Leadership for Organizations</i>	R		R		R	R
<i>BUS 330: Principles of Marketing</i>	R	R		R		
<i>BUS 318: Organizational Behavior</i>			R		R	R
<i>BUS 340: Business Communication</i>						R

<i>MGT 435: Organizational Change</i>		R			R	R
<i>BUS 303: Human Resources Management</i>	R			R		
<i>BUS 370: Organizational Development</i>			R		R	
<i>MGT 450: Strategic Planning for Organizations</i>		R		R		
<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>1137</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>1104</p>	<p>1137</p>	<p>1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 136.37).	
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.	5745	6131	5745 out of 6131 (93.70%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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: <ul style="list-style-type: none"> I understand the learning objectives of my courses. 	1047	1121	93.40% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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>1030</p>	<p>1121</p>	<p>91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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 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	1137	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.	1104	1137	1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard Deviation = 136.37).	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.	1154	1195	1154 of 1195 (96.57 %) records evaluated indicate basic, proficient, or distinguished performance on this key assignment's content criteria mapped to this	1. EXCEEDS THE ACCEPTABLE TARGET

				PLO at the reinforced level.	
<p>Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses</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"> • I understand the learning objectives of my courses. 	1047	1121	<p>93.40% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	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. 	1030	1121	<p>91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their</p>	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	1137	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.	1104	1137	1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard Deviation = 136.37).	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.	4448	5270	4448 out of 5270 (84.40%) of records evaluated indicate basic, proficient, or distinguished performance on this key	1. EXCEEDS THE ACCEPTABLE TARGET

				assignment's content criteria mapped to this PLO at the reinforced level.	
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.	1047	1121	93.40% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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.	1030	1121	91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that that	1. EXCEEDS THE ACCEPTABLE TARGET

				the curriculum was relevant to their 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	1137	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 Business Integration and 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.	1104	1137	1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard Deviation = 136.37).	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.	1569	1680	1569 out of 1680 (93.39%) of records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				this key assignment's content criteria mapped to this PLO at the reinforced level.	
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.	1047	1121	93.40% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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.	1030	1121	91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 assessment cycle indicated that they	1. EXCEEDS THE ACCEPTABLE TARGET

				agreed or strongly agreed that that the curriculum was relevant to their 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	N/A	N/A	Peregrine Academic Services comparative data are not available for this section for	4. INSUFFICIENT DATA

	comprehensive exam when compared to other competitive programs.			the 2015 -16 assessment cycle.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	1104	1137	1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard Deviation = 136.37).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT415 Final Project	70% of BA Organizational Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	4368	4924	4368 out of 4924 of records evaluated indicate basic, proficient, or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree"	1047	1121	93.40% of Bachelor of Arts in Organizational	1. EXCEEDS THE ACCEPTABLE TARGET

<p>learning objectives of my courses</p>	<p>or “Strongly Agree.” The item to be used will be: <ul style="list-style-type: none"> • I understand the learning objectives of my courses. </p>			<p>Management students upon completion of the program during the 2015-16 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: <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. </p>	<p>1030</p>	<p>1121</p>	<p>91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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>1137</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 Ethics 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>1104</p>	<p>1137</p>	<p>1104 out of 1137 (97.10%) BA Organizational Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 654.75 Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 136.37).	
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.	3121	3476	3121 out of 3476 (89.79%) of records evaluated indicate basic, proficient, or distinguished performance on this key assignment's content criteria mapped to this PLO at the mastered level.	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: <ul style="list-style-type: none"> I understand the learning objectives of my courses. 	1047	1121	93.40% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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>1030</p>	<p>1121</p>	<p>91.88% of Bachelor of Arts in Organizational Management students upon completion of the program during the 2015-16 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>
--	--	-------------	-------------	---	---

OVERALL RECOMMENDATIONS

The Program Continuous Improvement Plan for this assessment cycle should focus on improving student achievement of PLO 5

Based on the learning outcomes data, the Assessment Analyst of the program recommends the following action(s):

During the 2015-16 assessment cycle, BA XXX students met most of the acceptable and ideal targets for all assignment-based direct measures. Overall, it is recommended that Forbes School of Business Faculty review each program assessment plan (including measures used and targets set) in preparation for the 2016-17 assessment cycle. In particular, 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.

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>			