

**MASTER OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2016-2017 ACADEMIC YEAR**

2016– 2017 CURRICULUM MAP

	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6
	Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	Analyze common behavioral factors that are present in organizations.	Analyze the factors that shape the legal environment of an organization.	Develop processes and policies to manage human capital in organizations.	Evaluate the importance of ethics and corporate social responsibility.	Develop a framework of analysis for strategic planning.
<i>BUS 600: Management Communications with Technology Tools</i>	I	I	I			
<i>MGT 601: The Functions of Modern Management</i>	R	R		I	I	I
<i>BUS 610: Organizational Behavior</i>		R				
<i>BUS 670: Legal Environment</i>			M		R	
<i>OMM 615: Strategies: Marketing/Advertising/Public Relations</i>				R		R
<i>OMM 618: Human Resources Management</i>		R		R		
<i>OMM 622: Financial Decision Making</i>				R		R
<i>OMM 640: Business Ethics and Social Responsibility</i>					M	
<i>OMM 612: Managing and Social Change</i>		R		R		

<i>BUS 644: Operations Management</i>	R					R
<i>OMM 692: Organizational Management Strategy</i>	M	M		M		M

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

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.					
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 – Management Section</p>	<p>MA 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 Management section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>661</p>	<p>On average MA 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 Management 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>N/A</p>	<p>N/A</p>	<p>90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: BUS 600 Research Paper</p>	<p>70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>5564</p>	<p>6246</p>	<p>5564 out of 6246 (89.08%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 4: MGT 601 Final Paper</p>	<p>80% of MA Organizational Management students must score 70% or higher on the Final Paper and evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.</p>	<p>70</p>	<p>89</p>	<p>70 out of 89 (78.65%) of students from courses with start dates between July 1, 2016 and June 30, 2017 scored an 80% or higher on this key assignment.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<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 used will be: <ul style="list-style-type: none"> I understand the learning objectives of my courses. </p>	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				agreed that they understand the learning objective of my courses.	
<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 used will be:</p> <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. 	407	438	<p>92.92% of MA Organizational Management students upon completion of the program during the 2016-17 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 - Analyze common behavioral factors that are present in organizations.					
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 Ethics Section	MA 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.	N/A	661	On average MA 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	3. DOES NOT MEET THE ACCEPTABLE TARGET

				the Business Ethics section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	N/A	N/A	90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 610 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3426	4039	3426 out of 4039 (84.82%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Direct Measure 4: OMM 618 Final Paper</p>	<p>80% of MA Organizational Management students must score 70% or higher on the HR Plan and analyze common behavioral factors that are present in organizations.</p>	<p>2873</p>	<p>3052</p>	<p>2873 out of 3052 (94.13 %) of records evaluated indicate basic, proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the reinforced level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<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 used will be: • I understand the learning objectives of my courses.</p>	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 2: End of Program Survey The curriculum was</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 used will be:</p>	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>relevant to my professional needs</p>	<ul style="list-style-type: none"> The curriculum was relevant to my professional needs. 			<p>completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	
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PLO 3 - Analyze the factors that shape the legal environment of an organization.

<p>MEASURE</p>	<p>ACCEPTABLE TARGET</p>	<p>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</p>	<p>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</p>	<p>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</p>	<p>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</p>
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<p>Direct Measure 1: CPC Comprehensive Exam – Legal Environment of Business Section</p>	<p>MA 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 Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>661</p>	<p>On average MA 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 Legal Environment of Business 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>N/A</p>	<p>N/A</p>	<p>90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: BUS 670 Final Paper</p>	<p>70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>2302</p>	<p>2821</p>	<p>2302 out of 2821 (84.82%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<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 used will be:</p> <ul style="list-style-type: none"> • I understand the learning objectives of my courses. 	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 2: End of Program Survey The curriculum was</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 used will be:</p>	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

relevant to my professional needs	<ul style="list-style-type: none"> The curriculum was relevant to my professional needs. 			program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	
PLO 4 - Develop processes and policies to manage human capital in organizations.					
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 Leadership Section	MA 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	N/A	661	On average MA Organizational Management students scored below the average of the Peregrine	3. DOES NOT MEET THE ACCEPTABLE TARGET

	exam when compared to other competitive programs.			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.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	N/A	N/A	90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM618 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2302	2821	2302 out of 2821 (84.82%) of records evaluated indicate proficient or distinguished performance on this key	1. EXCEEDS THE ACCEPTABLE TARGET

				assignment's content criteria mapped to this PLO at the Mastered 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 used will be: • I understand the learning objectives of my courses.	407	438	92.92% of MA Organizational Management students upon completion of the program during the 2016-17 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 used will be: • The curriculum was relevant to my professional needs.	407	438	92.92% of MA Organizational Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was	1. EXCEEDS THE ACCEPTABLE TARGET

				relevant to their professional needs.	
PLO 5 - Evaluate the importance of ethics and corporate social responsibility.					
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>MA 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>661</p>	<p>On average MA 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>N/A</p>	<p>N/A</p>	<p>90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: OMM640 Final Project</p>	<p>70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>945</p>	<p>1198</p>	<p>945 out of 1198 (78.88%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<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 used will be:</p> <ul style="list-style-type: none"> • I understand the learning objectives of my courses. 	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 2: End of Program Survey The curriculum was</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 used will be:</p>	<p>407</p>	<p>438</p>	<p>92.92% of MA Organizational Management students upon completion of the</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>relevant to my professional needs</p>	<ul style="list-style-type: none"> The curriculum was relevant to my professional needs. 			<p>program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	
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PLO 6 - Develop a framework of analysis for strategic planning.

<p>MEASURE</p>	<p>ACCEPTABLE TARGET</p>	<p>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</p>	<p>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</p>	<p>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</p>	<p>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</p>
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<p>Direct Measure 1: CPC Comprehensive Exam - Business Integration and Strategic Management Section</p>	<p>MA 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>661</p>	<p>On average MA 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 Integration and Strategic Management 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>N/A</p>	<p>N/A</p>	<p>90.92% Masters of Arts in Organizational Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				comprehensive exam.	
Direct Measure 3: OMM615 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3846	4352	3846 out of 4352 (88.37%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced 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 used will be: • I understand the learning objectives of my courses.	407	438	92.92% of MA Organizational Management students upon completion of the program during the 2016-17 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	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree"	407	438	92.92% of MA Organizational Management	1. EXCEEDS THE ACCEPTABLE TARGET

relevant to my professional needs	or "Strongly Agree." The item used will be: <ul style="list-style-type: none">• The curriculum was relevant to my professional needs.			students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	
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OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Chair for the Master of Arts in Organizational Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2017-2018 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO. In addition, the Program Chair should consider reviewing MGT 601 final paper as the acceptable targets for PLO 1 were not met.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO1</i>	<i>The goal of this is to improve student achievement of PLO 1.</i>	<i>The Program Chair for the Master of Arts in Organizational Management and Faculty.</i>	<i>Complete</i>	<i>As determined by the 2017/18 course revision schedule.</i>
Action Details	<i>In order to improve student achievement of PLO 1, MGT 601 will be revised.</i>			