

**BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2021-2022 ACADEMIC YEAR**

2021– 2022 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.	Formulate management-level decisions within the organizational framework.	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	
<i>BUS 250: Corporate and Social Responsibility</i>		I				I
<i>MGT 330: Management for Organizations</i>	R	R	I	R		
<i>ACC 208: Accounting for Managers</i>		I		I		
<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 311: Business Law</i>		R		R		R
<i>BUS 370: Organizational Development</i>			R		R	
<i>MGT 450: Strategic Planning for Organizations</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>UAGC: N=517, Mean=746, Traditional: 37020/559: Online: 38040/593</p>	<p>UAGC: N=517, Mean=746, Traditional: 37020/559: Online: 38040/593</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>513</p>	<p>517</p>	<p>513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: MGT 380 Final Project</p>	<p>70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>1361</p>	<p>1499</p>	<p>1361 out of 1499 (90.79%) of records evaluated indicate 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 PLO1</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 effectively examined one's personal leadership style and determined its appropriateness to various organizational situations. 	<p>483</p>	<p>502</p>	<p>96.22% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively examined my personal leadership style and determined its appropriateness to various</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				organizational situations.	
PLO 2 - Formulate management-level decisions within the organizational framework.					
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.	UAGC: N=517, Mean=745, Traditional: 41610/573: Online: 44400/606	UAGC: N=517, Mean=745, Traditional: 41610/573: Online: 44400/606	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	2. MEETS THE ACCEPTABLE TARGET

				Aggregate Pool on 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.	513	517	513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT 435 Final Project	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1323	1506	1323 out of 1506 (87.85%) 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 PLO2	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 effectively formulated management-level decisions within the organizational framework. 	471	497	94.77% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated management-level decisions within the organizational framework.	1. EXCEEDS THE ACCEPTABLE TARGET
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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.	UAGC: N=517, Mean=746, Traditional: 37020/559: Online: 38040/593	UAGC: N=517, Mean=746, Traditional: 37020/559: Online: 38040/593	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 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.	513	517	513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 370 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3944	4362	3944 out of 4362 (90.42%) 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 PLO3	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 effectively formulated strategies for effective team development. 	482	502	96.02% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated strategies for effective team development.	1. EXCEEDS THE ACCEPTABLE TARGET
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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.	UAGC: N=517, Mean=775, Traditional: 41820/606: Online: 40650/625	UAGC: N=517, Mean=775, Traditional: 41820/606: Online: 40650/625	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 Strategic Management	2. MEETS THE ACCEPTABLE TARGET

				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.	513	517	513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT450 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1819	3111	1819 out of 3111 (58.47%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	3. DOES NOT MEET THE ACCEPTABLE TARGET

<p>Indirect Measure 1: End of Program Survey PLO4</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 effectively analyzed solutions for complex business problems. 	<p>477</p>	<p>501</p>	<p>95.21% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed solutions for complex business problems.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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.	UAGC: N=517, Mean=773, Traditional: 7200/667 Online: 8370/682	UAGC: N=517, Mean=773, Traditional: 7200/667 Online: 8370/682	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	2. MEETS THE ACCEPTABLE TARGET

				Communications 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.	513	517	513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS318 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	561	824	561 out of 824 (68.08%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	3. DOES NOT MEET THE ACCEPTABLE TARGET

<p>Indirect Measure 1: End of Program Survey PLO5</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 effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness. 	<p>485</p>	<p>504</p>	<p>96.23% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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>UAGC: N=517, Mean=756, Traditional: 40950/566 Online: 43560/603</p>	<p>UAGC: N=517, Mean=756, Traditional: 40950/566 Online: 43560/603</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>513</p>	<p>517</p>	<p>513 out of 517 (99.20%) BA Organizational Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: BUS250 Final Paper</p>	<p>70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>990</p>	<p>1141</p>	<p>990 out of 1141 (86.77%) 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>Indirect Measure 1: End of Program Survey PLO6</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 effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels. 	<p>477</p>	<p>500</p>	<p>95.40% of BA Organizational Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

OVERALL RECOMMENDATIONS				
<p>Overall, it is recommended that the Program Lead for the Bachelor of Arts in Organizational Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2022-2023 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.</p>				
ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 2, 5, 6	Direct Measure 3: MGT435 Final Paper	James Jeremiah/Conni Whitten	In Progress	10-31-2023
Action Details	Review and revise MGT 435 Organizational Change assignments and rubrics to bring the course to currency in content and relevance.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 3, 5, 6	Direct Measure 3: BUS318 Final Paper	James Jeremiah	In Progress	12-31-2023
Action Details	Revise and update BUS 318 Organizational Behavior assignments and rubrics to bring the course to currency in content and relevance.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 2, 4	Direct Measure 3: ACC 208 Final Paper	James Jeremiah	In Progress	6-30-2024
Action Details	Revise and revise ACC 208 Accounting for Managers assignments and rubrics to bring the course to currency in content and relevance.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1- 6	Direct Measure 3:	Conni Whitten	In Progress	12-31-2024

	450 Final Paper			
Action Details	Revise and update MGT 450 Strategic Planning assignments and rubrics to bring the course to currency in content and relevance.			