

**BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS  
2022-2023 ACADEMIC YEAR**

**2022– 2023 CURRICULUM MAP**

	<b>PLO 1</b>	<b>PLO 2</b>	<b>PLO 3</b>	<b>PLO 4</b>	<b>PLO 5</b>	<b>PLO 6</b>
	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 &amp; 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>						<b>R</b>
<i>MGT 435: Organizational Change</i>		<b>R</b>			<b>R</b>	<b>R</b>
<i>BUS 303: Human Resources Management</i>	<b>R</b>			<b>R</b>		
<i>BUS 311: Business Law</i>		<b>R</b>		<b>R</b>		<b>R</b>
<i>BUS 370: Organizational Development</i>			<b>R</b>		<b>R</b>	
<i>MGT 450: Strategic Planning for Organizations</i>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>

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

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

<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><b>UAGC:</b> N=499 Mean=748 <b>Traditional:</b> N=36330 Mean=577 <b>Online:</b> N=38700 Mean=612</p>	<p><b>UAGC:</b> N=499 Mean=748 <b>Traditional:</b> N=36330 Mean=577 <b>Online:</b> N=38700 Mean=612</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><b>2. MEETS THE ACCEPTABLE TARGET</b></p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% must score 400 or higher on the CPC comprehensive exam.</p>	<p>496</p>	<p>499</p>	<p>496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.</p>	<p><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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>2012</p>	<p>2263</p>	<p>2012 out of 2263 (88.91%) 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><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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"> <li>• I effectively examined one's personal leadership style and determined its appropriateness to various organizational situations.</li> </ul>	<p>465</p>	<p>479</p>	<p>97.08% of BA Organizational Management students upon completion of the program during the 2022-23 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><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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.	<b>UAGC:</b> N=499 Mean=761 <b>Traditional:</b> N=41460 Mean=595 <b>Online:</b> N=45870 Mean=629	<b>UAGC:</b> N=499 Mean=761 <b>Traditional:</b> N=41460 Mean=595 <b>Online:</b> N=45870 Mean=629	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	<b>2. MEETS THE ACCEPTABLE TARGET</b>

				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.	496	499	496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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.	987	1232	987 out of 1232 (80.11%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>

<p>Indirect Measure 1: End of Program Survey PLO2</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"> <li>effectively formulated management-level decisions within the organizational framework.</li> </ul>	<p>453</p>	<p>470</p>	<p>96.38% of BA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated management-level decisions within the organizational framework.</p>	<p><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></p>
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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.	<b>UAGC:</b> N=499 Mean=748 <b>Traditional:</b> N=36330 Mean=577 <b>Online:</b> N=38700 Mean=612	<b>UAGC:</b> N=499 Mean=748 <b>Traditional:</b> N=36330 Mean=577 <b>Online:</b> N=38700 Mean=612	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	<b>2. MEETS THE ACCEPTABLE TARGET</b>

				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.	496	499	496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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.	3033	3627	3033 out of 3627 (83.62%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>

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"> <li>• I effectively formulated strategies for effective team development.</li> </ul>	462	478	96.65% of BA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated strategies for effective team development.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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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.	<b>UAGC:</b> N=499 Mean=764 <b>Traditional:</b> N=41550 Mean=624 <b>Online:</b> N=41310 Mean=644	<b>UAGC:</b> N=499 Mean=764 <b>Traditional:</b> N=41550 Mean=624 <b>Online:</b> N=41310 Mean=644	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	<b>2. MEETS THE ACCEPTABLE TARGET</b>

				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.	496	499	496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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.	1568	3075	1568 out of 3075 (50.99%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	<b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>

Indirect Measure 1: End of Program Survey PLO4	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"> <li>• I effectively analyzed solutions for complex business problems.</li> </ul>	454	478	94.98% of BA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed solutions for complex business problems.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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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.	<b>UAGC:</b> N=499 Mean=782 <b>Traditional:</b> N=10410 Mean=676 <b>Online:</b> N=11100 Mean=689	<b>UAGC:</b> N=499 Mean=782 <b>Traditional:</b> N=10410 Mean=676 <b>Online:</b> N=11100 Mean=689	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	<b>2. MEETS THE ACCEPTABLE TARGET</b>

				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.	496	499	496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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.	56	68	56 out of 68 (82.35%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>



Indirect Measure 1: End of Program Survey PLO5	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"> <li>• I effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness.</li> </ul>	456	469	97.23% of BA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness.	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>
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<b>PLO 6 - Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>

<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><b>UAGC:</b> N=499 Mean=761 <b>Traditional:</b> N=40530 Mean=592 <b>Online:</b> N=44850 Mean=627</p>	<p><b>UAGC:</b> N=499 Mean=761 <b>Traditional:</b> N=40530 Mean=592 <b>Online:</b> N=44850 Mean=627</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><b>2. MEETS THE ACCEPTABLE TARGET</b></p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% must score 400 or higher on the CPC comprehensive exam.</p>	<p>496</p>	<p>499</p>	<p>496 out of 499 (99.40%) BA Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.</p>	<p><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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>2581</p>	<p>2945</p>	<p>2581 out of 2945 (87.64%) 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><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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"> <li>• I effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels.</li> </ul>	<p>459</p>	<p>573</p>	<p>97.04% of BA Organizational Management students upon completion of the program during the 2022-23 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><b>1. EXCEEDS THE ACCEPTABLE TARGET</b></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 2023-2024 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO. It is also recommended to review MGT450 as the target for PLO4 was not met.</p>				
ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 2	Direct Measure 3: MGT435 Final Paper	James Jeremiah	In Progress	2023/2024 Assessment Cycle
Action Details	MGT435 Organizational Change assignments and rubrics were recently revised, monitor data post revision to ensure student learning is still being achieved.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 5	Direct Measure 3: BUS318 Final Paper	James Jeremiah	In Progress	2023/2024 Assessment Cycle
Action Details	BUS318 Organizational Behavior assignments and rubrics were recently revised, monitor data post revision to ensure student learning is still being achieved.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1-5	Assignment Direct Measure	James Jeremiah	Not started	2023/2024 Assessment Cycle
Action Details	Revise and update ACC208 Accounting for Managers assignments and rubrics adding updates to enhance student skills, curriculum, and learning. Add the course as a measure of student learning for the next assessment cycle.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 4	Direct Measure 3: 450 Final Paper	James Jeremiah	In progress	2023/2024 Assessment Cycle
Action Details	Revise and update MGT450 Strategic Planning assignments and rubrics adding updates to enhance student skills, curriculum, and learning.			