

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

2022– 2023 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		R	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	M		
<i>OMM 622: Financial Decision Making</i>				R		R
<i>OMM 640: Business Ethics and Social Responsibility</i>					M	
<i>BUS 661: Leading Organizational Change</i>		R		R		

<i>BUS 638: International Business</i>	R		R		R	R
<i>MGT 602: Conflict Resolution Strategies</i>	R	R		R	R	
<i>OMM 695: The Dynamics of Teamwork</i>	M	M	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
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<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>UAGC: N=237 Mean=716 Traditional: N=6540 Mean=607 Online: N=34800 Mean=629</p>	<p>UAGC: N=237 Mean=716 Traditional: N=6540 Mean=607 Online: N=34800 Mean=629</p>	<p>On average MA 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 Management 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>234</p>	<p>237</p>	<p>234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

Direct Measure 3: BUS 600 Research Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	50	52	50 out of 52 (96.15%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 4: OMM 695 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1394	1529	1394 out of 1529 (91.17%) 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

<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 used will be:</p> <ul style="list-style-type: none"> • I effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan. 	<p>229</p>	<p>238</p>	<p>96.22% of MA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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.	UAGC: N=237 Mean=742 Traditional: N=6600 Mean=648 Online: N=35070 Mean=669	UAGC: N=237 Mean=742 Traditional: N=6600 Mean=648 Online: N=35070 Mean=669	On average MA 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	2. MEETS THE ACCEPTABLE TARGET

				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.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 610 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	166	183	166 out of 183 (90.71%) 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 used will be: <ul style="list-style-type: none"> • I effectively analyzed common behavioral factors that are present in organizations. 	231	238	97.06% of MA 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 common behavioral factors that are present in organizations.	1. EXCEEDS THE ACCEPTABLE TARGET
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PLO 3 - Analyze the factors that shape the legal environment of an organization.					
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 – Legal Environment of Business 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 Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=237 Mean=736 Traditional: N=4800 Mean=602 Online: N=24990 Mean=643	UAGC: N=237 Mean=736 Traditional: N=4800 Mean=602 Online: N=24990 Mean=643	On average MA 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 Legal Environment of Business 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.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 670 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1715	1926	1715 out of 1926 (89.04%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this	1. EXCEEDS THE ACCEPTABLE TARGET

				PLO at the Mastered level.	
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 used will be: <ul style="list-style-type: none"> • I effectively analyzed the factors that shape the legal environment of an organization. 	222	238	93.28% of MA 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 factors that shape the legal environment of an organization.	1. EXCEEDS THE ACCEPTABLE TARGET

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 exam when compared to other competitive programs.	UAGC: N=237 Mean=750 Traditional: N=5760 Mean=650 Online: N=30780 Mean=664	UAGC: N=237 Mean=750 Traditional: N=5760 Mean=650 Online: N=30780 Mean=664	On average MA 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	2. MEETS THE ACCEPTABLE TARGET

				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.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM618 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1759	1950	1759 out of 1950 (90.21%) 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 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 used will be: <ul style="list-style-type: none"> • I effectively developed processes and policies to manage human capital in organizations. 	226	238	94.96% of MA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively developed processes and policies to manage human capital in organizations.	1. EXCEEDS THE ACCEPTABLE TARGET
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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>UAGC: N=237 Mean=742 Traditional: N=6600 Mean=648 Online: N=35070 Mean=669</p>	<p>UAGC: N=237 Mean=742 Traditional: N=6600 Mean=648 Online: N=35070 Mean=669</p>	<p>On average MA 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>234</p>	<p>237</p>	<p>234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

Direct Measure 3: OMM640 Final Project	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2318	2694	2318 out of 2694 (86.04%) 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 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 used will be: <ul style="list-style-type: none"> • I effectively evaluated the importance of ethics and corporate social responsibility. 	232	238	97.48% of Master of Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they effectively evaluated the importance of ethics and corporate social responsibility.	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 6 - Develop a framework of analysis for strategic planning.					
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 Integration and Strategic Management 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 exam when compared to other competitive programs.	UAGC: N=237 Mean=712 Traditional: N=7050 Mean=627 Online: N=33990 Mean=638	UAGC: N=237 Mean=712 Traditional: N=7050 Mean=627 Online: N=33990 Mean=638	On average MA 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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational Management students from July 1, 2022, to June 30, 2023, scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM 695 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1394	1529	1394 out of 1529 (91.17%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria	1. EXCEEDS THE ACCEPTABLE TARGET

				mapped to this PLO at the Mastered level.	
Indirect Measure 1: End of Program Survey PLO6	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 effectively developed a framework of analysis for strategic planning. 	227	238	95.38% of MA Organizational Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively developed a framework of analysis for strategic planning.	1. EXCEEDS THE ACCEPTABLE TARGET

OVERALL RECOMMENDATIONS

As all targets were met, it is recommended that the Program Lead 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 2023-2024 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1, 2, 3, 4, 5, 6	CPC Exam	Program Lead, Core Faculty, Assessment	In progress	2023/2024 Assessment Cycle
Action Details	Work with Assessment to create a study guide that effectively prepares students for the CPC Exam.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 2	Direct Measure: BUS610	James Jeremiah	In Progress	2023/2024 Assessment Cycle
Action Details	BUS610 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 3	Direct Measure: BUS670	James Jeremiah	In Progress	2023/2024 Assessment Cycle
Action Details	BUS670 Legal Environment 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, 2, 3, 4, 5, 6	Assignment Direct Measure	James Jeremiah	In Progress	2023/2024 Assessment Cycle
Action Details	Remove BUS638 elective and include MGT602, change an assignment measure to include MGT602 for assessment of student learning. Removing MAOM specializations will help with overall student learning and CPC exam scores.			