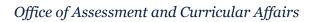


# MASTER OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2022-2023 ACADEMIC YEAR

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.
BUS 600: Management Communications with Technology Tools	I	I	I			
MGT 601: The Functions of Modern Management	R	R		R	I	ı
BUS 610: Organizational Behavior		R				
BUS 670: Legal Environment			М		R	
OMM 615: Strategies: Marketing/Advertising/Public Relations				R		R
OMM 618: Human Resources Management	R		R	М		
OMM 622: Financial Decision Making				R		R
OMM 640: Business Ethics and Social Responsibility					М	
BUS 661: Leading Organizational Change		R		R		





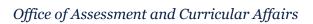
BUS 638: International Business	R		R		R	R
MGT 602: Conflict Resolution Strategies	R	R		R	R	
OMM 695: The Dynamics of Teamwork	М	M	M	M	M	М

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.





Direct Measure 1: CPC Comprehensive Exam – 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 Management section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=237 Mean=716 Traditional: N=6540 Mean=607 Online: N=34800 Mean=629	UAGC: N=237 Mean=716 Traditional: N=6540 Mean=607 Online: N=34800 Mean=629	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.	2. MEETS THE ACCEPTABLE TARGET
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 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



Indirect Measure 1: End of Program Survey PLO1	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 effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	229	238	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.	1. EXCEEDS THE ACCEPTABLE TARGET
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PLO 2 - Analyze comm	on behavioral factors that are present in or	ganizations.			
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





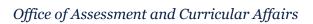
				section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational Management students from 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:  • 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	1. EXCEEDS THE ACCEPTABLE TARGET
				organizations.	



PLO 3 - Analyze the fa	actors that shape the legal environment of a	n 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





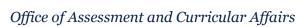
				the Legal Environment of Business section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	234	237	234 out of 237 (98.73%) Master of Arts in Organizational 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:  • 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



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

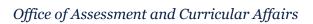


Indirect Measure 1:	70% or more of students exiting the program	226	238	94.96% of MA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of			Organizational	ACCEPTABLE
PLO4	Program Survey by indicating either "Agree"			Management	TARGET
	or "Strongly Agree." The item used will be:			students upon	
	I effectively developed processes and			completion of the	
	policies to manage human capital in			program during	
	organizations.			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.	





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	





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 section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
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: 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:  • 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 fran	nework 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:  • 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 Assessme	nt to create a study guide that	effectively prepares students f	or the CPC Exam.	
ОИТСОМЕ	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 a	ssignments and rubrics were re learning is still be	-	ost revision to ensure student	
ОИТСОМЕ	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 assi	gnments and rubrics were rece learning is still be		t revision to ensure student	
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 a learning. Removing MA	ude MGT602, change an assign OM specializations will help w			