

**BACHELOR OF ARTS IN BUSINESS LEADERSHIP: ANNUAL ASSESSMENT PLAN & FINDINGS  
2020-2021 ACADEMIC YEAR**

**2020 – 2021 CURRICULUM MAP**

	<b>PLO 1</b>	<b>PLO 2</b>	<b>PLO 3</b>	<b>PLO 4</b>	<b>PLO 5</b>
	Examine the influence of leadership, vision, and strategic planning in a variety of organizations and environments.	Assess the process of leading others in environments increasingly characterized by change and complexity.	Apply principles of human behavior and motivation to maximize use of human resources.	Analyze methods of organization change and development.	Evaluate the most recent tools and concepts emerging in management and leadership.
<i>BUS 119: Principles of Personal &amp; Organizational Leadership</i>	I	I	I	I	I
<i>BUS 250: Corporate and Social Responsibility</i>			I		I
<i>MGT 330: Management for Organizations</i>	R	R	R		
<i>BUS 318: Organizational Behavior</i>	R	R	R	I	R
<i>PSY 302: Industrial/Organizational Psychology</i>	R	R	R	R	R
<i>BUS 340: Business Communications</i>			R		
<i>COM 325: Communication and Conflict</i>	R		R		
<i>MGT 380: Leadership for Organizations</i>	R	R	R	R	R
<i>MGT 425: Leadership and Motivation</i>	R		R		R

<i>MGT 321: Assessing Leadership Skills</i>	R	R			R
<i>BUS 370: Organizational Development</i>	R	R	R	M	R
<i>MGT 440: Dark Side of Leadership</i>	R	R	R	R	R
<i>MGT 460: Leadership Priorities and Practice</i>	M	M	M	M	M

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

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Examine the influence of leadership, vision, and strategic planning in a variety of organizations and environments.</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 Business Leadership 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=273, Mean=679, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</p>	<p><b>UAGC:</b> N=273, Mean=679, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</p>	<p>On average BA Business Leadership 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% must score 400 or higher on the CPC comprehensive exam.</p>	<p>272</p>	<p>273</p>	<p>272 out of 273 (99.63%) BA Business Leadership students from July 1, 2020 to June 30, 2021 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 BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>204</p>	<p>276</p>	<p>204 out of 276 (73.91%) 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>2. MEETS 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"> <li>• I effectively examined the influence of leadership, vision, and strategic planning in a variety of organizations and environments.</li> </ul>	<p>253</p>	<p>266</p>	<p>95.11% of BA Business Leadership students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively examined the influence of leadership, vision, and strategic planning in a variety of organizations and environments.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

PLO 2 - Assess the process of leading others in environments increasingly characterized by change and complexity.					
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 Business Leadership 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=273, Mean=736, <b>Traditional:</b> 4410/656: <b>Online:</b> 6420/679	<b>UAGC:</b> N=273, Mean=736, <b>Traditional:</b> 4410/656: <b>Online:</b> 6420/679	On average BA Business Leadership 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 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.	272	273	272 out of 273 (99.63%) BA Business Leadership students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 370 Final Paper	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	88	110	88 out of 110 (80.00%) 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>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>• I effectively assessed the process of leading others in environments increasingly characterized by change and complexity.</li> </ul>	<p>254</p>	<p>269</p>	<p>94.42% of BA Business Leadership students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed the process of leading others in environments increasingly characterized by change and complexity.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
---	--	------------	------------	---	---



PLO 3 - Apply principles of human behavior and motivation to maximize use of human resources.					
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	BA Business Leadership 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.	<b>UAGC:</b> N=273, Mean=700, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587	<b>UAGC:</b> N=273, Mean=700, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587	On average BA Business Leadership students scored above the average of the Peregrine Academic Services Online Aggregate	2. MEETS THE ACCEPTABLE TARGET

				Pool and above the average of the Traditional Aggregate Pool on the Business Ethics 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.	272	273	272 out of 273 (99.63%) BA Business Leadership students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT 425 Final Project	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	470	535	470 out of 535 (87.85%) 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 Reinforced 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 to be used will be:  • I effectively applied principles of human behavior and motivation to maximize use of human resources.	251	266	94.36% of BA Business Leadership students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively applied principles of human behavior and motivation to maximize use of human resources.	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 4 - Analyze methods of organization change and 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	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 Business Leadership 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=273, Mean=693, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613	<b>UAGC:</b> N=273, Mean=693, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613	On average BA Business Leadership 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	2. MEETS THE ACCEPTABLE TARGET

				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.	272	273	272 out of 273 (99.63%) BA Business Leadership students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS370 Final Paper	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	271	287	271 out of 287 (94.43%) 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 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"> <li>• I effectively analyzed methods of organization change and development.</li> </ul>	<p>257</p>	<p>270</p>	<p>95.19% of BA Business Leadership students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed methods of organization change and development.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
---	---	------------	------------	--	---

<b>PLO 5 - Evaluate the most recent tools and concepts emerging in management and leadership.</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 Business Leadership 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=273, Mean=679, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</p>	<p><b>UAGC:</b> N=273, Mean=679, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</p>	<p>On average BA Business Leadership 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% must score 400 or higher on the CPC comprehensive exam.</p>	<p>272</p>	<p>273</p>	<p>272 out of 273 (99.63%) BA Business Leadership students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>



<p>Direct Measure 3: CPC Comprehensive Exam – Management Section</p>	<p>BA Business Leadership 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>139</p>	<p>On average BA Business Leadership 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 4: MGT460 Final Paper</p>	<p>70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>222</p>	<p>267</p>	<p>222 out of 267 (83.15%) 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 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"> <li>• I effectively evaluated the most recent tools and concepts emerging in management and leadership.</li> </ul>	<p>245</p>	<p>266</p>	<p>92.11% of BA Business Leadership students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated the most recent tools and concepts emerging in management and leadership.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
---	--	------------	------------	---	---

<b>OVERALL RECOMMENDATIONS</b>
Overall, it is recommended that the Program Lead for the Bachelor of Arts in Business Leadership review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2021-2022 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<b><i>PLO 1-5</i></b>	Direct Measure 3: MGT 380 Final Project	<b><i>Program lead</i></b>	<b><i>In progress</i></b>	<b><i>1/22</i></b>
<b><i>Action Details</i></b>	<b><i>MGT 380 has had an extensive revision that was just finalized and should be put in place in 2022.</i></b>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<b><i>PLO 1-5</i></b>	Direct Measure 1: CPC Comprehensive Exam - Business Leadership Section	<b><i>Program lead</i></b>	<b><i>Not started</i></b>	<b><i>2/22</i></b>
<b><i>Action Details</i></b>	<b><i>Request access to the CPC exam to assess content needed to further reinforce in the program.</i></b>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<b><i>PLO 1-5</i></b>	Direct Measure 1: CPC Comprehensive Exam - Business Communications Section	<b><i>Program lead</i></b>	<b><i>Not started</i></b>	<b><i>2/22</i></b>
<b><i>Action Details</i></b>	<b><i>Request access to the CPC exam to assess content needed to further reinforce in the program.</i></b>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION

<b>PLO 1-5</b>	Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section	<b>Program lead</b>	<b>Not started</b>	<b>2/22</b>
<b>Action Details</b>	<b>Request access to the CPC exam to assess content needed to further reinforce in the program.</b>			