

BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: 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>	<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=506, Mean=713, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</p>	<p><b>UAGC:</b> N=506, Mean=713, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583</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>500</p>	<p>506</p>	<p>500 out of 506 (98.81%) BA Organizational Management 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 Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>2961</p>	<p>3672</p>	<p>2961 out of 3672 (80.64%) 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"> <li>• I effectively examined one's personal leadership style and determined its appropriateness to various organizational situations.</li> </ul>	<p>437</p>	<p>451</p>	<p>96.90% of BA Organizational Management students upon completion of the program during the 2020-21 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.	<b>UAGC:</b> N=506, Mean=711, <b>Traditional:</b> 40020/559: <b>Online:</b> 43680/596	<b>UAGC:</b> N=506, Mean=711, <b>Traditional:</b> 40020/559: <b>Online:</b> 43680/596	On average BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the	2. MEETS THE ACCEPTABLE TARGET

				Traditional 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.	500	506	500 out of 506 (98.81%) BA Organizational Management 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 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.	2072	2445	2072 out of 2445 (84.74%) 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 Reinforced level.	
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"> <li>•I effectively formulated management-level decisions within the organizational framework.</li> </ul>	438	448	97.77% of BA Organizational Management students upon completion of the program during the 2020-21 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



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=506, Mean=713, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583	<b>UAGC:</b> N=506, Mean=713, <b>Traditional:</b> 36060/549: <b>Online:</b> 37710/583	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.	500	506	500 out of 506 (98.81%) BA Organizational Management 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 Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3361	4081	3361 out of 4081 (82.36%) 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 PLO3</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 formulated strategies for effective team development.</li> </ul>	<p>432</p>	<p>445</p>	<p>97.08% of BA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated strategies for effective team development.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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=506, Mean=744, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613	<b>UAGC:</b> N=506, Mean=744, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613	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.	500	506	500 out of 506 (98.81%) BA Organizational Management 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: 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.	2474	5218	2474 out of 5218 (47.41%) 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"> <li>• I effectively analyzed solutions for complex business problems.</li> </ul>	<p>428</p>	<p>451</p>	<p>94.90% of BA Organizational Management students upon completion of the program during the 2020-21 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.	<b>UAGC:</b> N=506, Mean=761, <b>Traditional:</b> 4410/656 <b>Online:</b> 6420/679	<b>UAGC:</b> N=506, Mean=761, <b>Traditional:</b> 4410/656 <b>Online:</b> 6420/679	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.	500	506	500 out of 506 (98.81%) BA Organizational Management 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: 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.	339	458	339 out of 458 (74.02%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	2. MEETS 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"> <li>• I effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness.</li> </ul>	<p>423</p>	<p>444</p>	<p>95.27% of BA Organizational Management students upon completion of the program during the 2020-21 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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<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:</b> <b>1. EXCEEDS THE ACCEPTABLE TARGET</b>  <b>2. MEETS THE ACCEPTABLE TARGET</b>  <b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>  <b>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=506, Mean=730, <b>Traditional:</b> 39390/548 <b>Online:</b> 42840/587</p>	<p><b>UAGC:</b> N=506, Mean=730, <b>Traditional:</b> 39390/548 <b>Online:</b> 42840/587</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>500</p>	<p>506</p>	<p>500 out of 506 (98.81%) BA Organizational Management 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: 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>3569</p>	<p>3940</p>	<p>3569 out of 3940 (90.58%) 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"> <li>• I effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels.</li> </ul>	<p>427</p>	<p>443</p>	<p>96.39% of BA Organizational Management students upon completion of the program during the 2020-21 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

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 2021-2022 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

It is also recommended to review MGT450, W5 assignment, as the target for PLO4 was not met.

### ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 4	Direct Measure 3: MGT450 Final Paper	Conni Whitten	Completed	2-4-2020
<i>Action Details</i>	<i>Review updated assessment data on updated course assignment by 11-30-21</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 5	Direct Measure 3: BUS318 Final Paper	James Jeremiah	Completed	2-9-2021
<i>Action Details</i>	<i>Review update assessment data on updated course assignment by 12-31-21</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1- 6	All	James Jeremiah/Conni Whitten	In Process	1-31-2022
<i>Action Details</i>	<i>Review the alignment of the CPC Sections concurrent with the Program Review</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1- 6	All	James Jeremiah/Conni Whitten	In Process	1-31-2022
<i>Action Details</i>	<i>Review Rubrics and scaffolding of all major courses concurrent with Program Review</i>			