

## ASSESSMENT REPORT AY 2015 - 2016

**Business Graduate: Management Concentration**  
(Instructional Degree Program)

**MBA**  
(Degree Level)

### **Program Mission:**

New Mexico Highlands University's Department of Business Administration is committed to the success of our students and to the highest observance of our professional accreditation standards. Our mission is to become the best small school of business in the southwest and to prepare students to be confident, competent, ethical, and responsible business decision-makers, managers, leaders, and agents of economic and social betterment in today's changing global business environment.

### **Student Learning Outcome 1:**

Management students examine the complexity of managing in diverse workplaces and are able to use management thought to develop a better understanding of motivation.

#### **Traits Specifically Linked to Student Learning Outcome 1**

Mastery of content knowledge and skills

Critical and reflective thinking skills

Effective communication skills

Team work

Quantitative and qualitative analysis

### **First Means of Assessment for Outcome 1:**

Scores on case studies in MGMT 664 Organizational Theory. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

#### **Summary of Data Fall 2015:**

Number of Students Meeting Criterion:	<b>9</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students Assessed:	<b>9</b>	Percent of Students Meeting Criterion:	<b>100%</b>

### **Second Means of Assessment for Outcome 1:**

Scores on presentations in MGMT 553 Organizational Leadership. Criterion measure: 75% of students will score 80% or better = meets the outcome.

#### **Summary of Data Fall 2015:**

Number of Students Meeting Criterion:	<b>17</b>	Number of Students Not Meeting Criterion:	<b>2</b>
Total Number of Students Assessed:	<b>19</b>	Percent of Students Meeting Criterion:	<b>89.5%</b>

### Summary of Data: Spring 2016

Number of Students Meeting Criterion:	4	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	4	Percent of Students Meeting Criterion:	100%

### Summary of Data Summer 2016:

Number of Students Meeting Criterion:	4	Number of Students Not Meeting Criterion:	3
Total Number of Students Assessed:	7	Percent of Students Meeting Criterion:	57.1%

### Interpretation of Results for Outcome 1:

While the majority of students met the expectations, room for improvement continues to be present in Organizational Leadership. It is worth noting that MGMT 553 in the summer three-week intersession made the transfer of knowledge very challenging. Next time MGMT 553 will use the weekend time and asynchronous teaching methods so that class time is utilized for assessment of student presentation knowledge and transfer. Inviting a more diverse set of community and business leaders as guest speakers will help our students to better understand how practitioners apply the use of knowledge and use the in class theory and concepts in their everyday business life. In addition, exploring more business video presentations of global business leaders will help us to understand how they mesh theory and practice. Finally, preplanned questions of the students demonstrate if they can identify when to use a certain leadership style based on a situation.

### Student Learning Outcome 2:

Management students understand how an organization acquires, rewards, motivates, uses, and manages its people effectively.

### Traits Specifically Linked to Student Learning Outcome 2

- Mastery of content knowledge and skills
- Critical and reflective thinking skills
- Effective use of technology
- Effective communication skills
- Quantitative or qualitative analysis

### First Means of Assessment for Outcome 2:

Scores on term paper in MGMT 687 Human Resource Management. Criterion measure: 75% of students will score 80% or better = meets the outcome.

### Summary of Data Spring 2016:

Number of Students Meeting Criterion:	28	Number of Students Not Meeting Criterion:	0
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Total Number of Students Assessed:	<b>28</b>	Percent of Students Meeting Criterion:	<b>100%</b>
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**Second Means of Assessment for Outcome 2:**

Scores on case studies in MGMT 664 Organizational Theory. Criterion measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data Fall 2015:**

Number of Students Meeting Criterion:	<b>9</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students Assessed:	<b>9</b>	Percent of Students Meeting Criterion:	<b>100%</b>

**Interpretation of Results for Outcome 2:**

100% of students met the criterion for both means of assessment. Students were able to examine a Human Resource Management topic in depth and apply it to a “real world” situation. We will continue to require students write extensively in these courses.

**Student Learning Outcome 3:**

Management students understand how to work with moral and ethical dilemmas and make decisions using critical thinking.

**Traits Specifically Linked to Student Learning Outcome 3**

- Mastery of content knowledge and skills
- Critical and reflective thinking skills
- Effective communication skills
- Team work
- Quantitative or qualitative analysis

**First Means of Assessment for Outcome 3:**

Scores on exams in MGMT 553 Organizational Leadership. Criterion measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data Fall 2015:**

Number of Students Meeting Criterion:	<b>17</b>	Number of Students Not Meeting Criterion:	<b>2</b>
Total Number of Students Assessed:	<b>19</b>	Percent of Students Meeting Criterion:	<b>89.5%</b>

**Summary of Data Spring 2016:**

Number of Students Meeting Criterion:	<b>4</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students	<b>4</b>	Percent of Students Meeting	<b>100%</b>

Assessed:		Criterion:	
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**Summary of Data Summer 2016:**

Number of Students Meeting Criterion:	<b>7</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students Assessed:	<b>7</b>	Percent of Students Meeting Criterion:	<b>100%</b>

**Second Means of Assessment for Outcome 3:**

Scores on Ethical topics presentation in MGTM 621 Business and Society. Criterion measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data Spring 2016:**

Number of Students Meeting Criterion:	<b>15</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students Assessed:	<b>15</b>	Percent of Students Meeting Criterion:	<b>100%</b>

**Interpretation of Results for Outcome 3:**

In MGMT 553, students meeting criterion increase from 77.8%. In MGMT 553, graduate students are able to apply real world examples because they have the business experience. Next time inviting a more diverse set of local community and business leaders to our class as guest speakers or viewing a few more business videos of global leaders will help students apply their knowledge better. In addition, our MGMT 553 students will teach a portion on each chapter in the class to assess their ability to apply the correct leadership style and skills in the right context on the exam. In MGMT 621 - The criterion was met at 100% compared. What I did differently was to insist that students pick their presentation topics earlier on in the semester so they will have adequate time to prepare. My hope is to continue with this requirement which seems to work.