

**ASSESSMENT REPORT**  
**Fall 2018 – Summer 2019**

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

**MBA**  
(Degree Level)

**Program Mission:**

The Department of Business Administration is committed to the success of our students and to the highest observance of our professional accreditation standards. The department's goal is to be the best small business department in the Southwest, preparing students to be confident, competent, ethical and responsible decision makers, managers, leaders and agents of economic and social betterment in today's changing global business environment.

**Student Learning Outcome 1:**

Students will compare different management concepts and methods used to motivate employees.

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

Mastery of content knowledge and skills  
Critical and reflective thinking skills  
Effective use of technology  
Effective communication skills  
Qualitative or quantitative analysis

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

Score on paper and presentation in MGMT 664 Organizational Theory. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data:**

MGMT 664 (SLO1 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	20	18	2	90.0%
Spring 2019	19	19	0	100.0%
<b>Total</b>	<b>39</b>	<b>37</b>	<b>2</b>	<b>94.9%</b>

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

Score on position paper related to motivating employees in MGMT 687 Human Resources Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data:**

MGMT 687 (SLO1 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	17	15	2	88.2%
Spring 2019	13	13	0	100.0%
Total	30	28	2	93.3%

**Interpretation of Results for Outcome 1:**

For MGMT 664, the percentage improved from 90% in Fall 2018 to 100% Spring 2019. The average percentage is 94.9%, which reached the goal of 75%. Most students in MGMT 687 met the criterion for outcome 1 during both semesters. The percentage improved from 88.2% in Fall 2018 to 100% Spring 2019. The average percentage is 93.3%, which reached the goal of 75%. Some improvement was shown between Fall 2018 and Spring 2019. No changes recommended at this time.

**Student Learning Outcome 2:**

Students will identify concepts of project planning and organization, budgeting/control, and project life cycles.

**Traits Specifically Linked to Student Learning Outcome 2**

Mastery of content knowledge and skills

Critical and reflective thinking skills

Qualitative or quantitative analysis

**First Means of Assessment for Outcome 2:**

Case study in MIS 580, Project Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data:**

MIS 580 (SLO2 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	22	20	2	90.9%
Spring 2019	16	16	0	100.0%
Summer 2019	12	12	0	100.0%
Total	50	48	2	96.0%

**Second Means of Assessment for Outcome 2:**

Final exam in MIS 580, Project Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

**Summary of Data:**

MIS 580 (SLO2 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	22	20	2	90.9%
Spring 2019	16	16	0	100.0%
Summer 2019	12	12	0	100.0%
Total	50	48	2	96.0%

### **Interpretation of Results for Outcome 2:**

The student learning outcome 2 for MIS 580 is for students to have a demonstrated understanding of the project management life cycle and associated practical project management plans. The average performance for first and second means are 96%. Since students study each element of the project management life cycle in depth (and apply that understanding to 'real world' case studies), there is a high percentage of students who meet the criterion. For the purpose of continuous improvement, we will add more complex project management case studies in an effort to further challenge students.

### **Student Learning Outcome 3:**

Students will critique moral and ethical dilemmas and how they affect management decision making.

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

Mastery of content knowledge and skills  
 Critical and reflective thinking skills  
 Effective communication skills

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

Score on position paper related to ethical issues in Human Resources in MGMT 687, Human Resources Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

#### **Summary of Data:**

MGMT 687 (SLO3 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	17	15	2	88.2%
Spring 2019	13	12	1	92.3%
Total	30	27	3	90.0%

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

Score on related case analyses in MGMT 664, Organizational Behavior. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

#### **Summary of Data:**

MGMT 664 (SLO3 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2018	20	17	3	85.0%
Spring 2019	19	19	0	100.0%
Total	39	36	3	92.3%

### **Interpretation of Results for Outcome 3:**

The average performance for first (MGMT 687) and second means (MGMT 664) are 90% and 92.3%, respectively. Most students in MGMT 687 met the criterion for outcome 3 during both semesters. There was virtually no difference between the two semesters. The instructors will add more challenges to interest students.