

**Assessment Report
Fall 2019 – Spring 2020**

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 6640 Organizational Theory.
Criterion measure: 75% of students will earn 80% or better = meets the outcome.

Summary of Data:

MGMT 6640 (SLO1 MOA1) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	28	26	2	92.9%
Spring 2020	25	23	2	92.0%
Total	53	49	4	92.5%

Second Means of Assessment for Outcome 1:

Score on position paper related to motivating employees in MGMT 6870 Human Resources Management.
Criterion measure: 75% of students will earn 80% or better = meets the outcome.

Summary of Data:

MGMT 6870 (SLO1 MOA2) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
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Fall 2019	13	11	2	84.6%
Spring 2020	13	10	3	76.9%
Total	26	21	5	80.8%

Interpretation of Results for Outcome 1:

In MGMT 6640 Organizational Theory, students learn about individual behavior, groups and teams, and organizational processes. To assess students' understanding and application of the concepts learned in the course, students compare different management concepts and methods used to motivate employees. Students are required to write a paper and prepare a presentation. In the fall of 2019, 26 of 28 students met the criterion while 23 of 25 students met the criterion in the spring of 2020. Students are meeting the criterion of earning 80% or better on the paper and presentation.

Motivating employees can be a difficult topic because everybody responds to different motivators. In MGMT 6870 Human Resources Management, students write position papers where they state what motivates them and then support that position with outside research. The criterion was met in both semesters. Moving forward, the instructor will include more discussion of the motivators that employees respond to may maintain these results.

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 BMIS 5800 Project Management.

Criterion measure: 75% of students will earn 80% or better = meets the outcome.

Summary of Data:

BMIS 5800 (SLO2 MOA1) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	14	14	0	100.0%
Spring 2020	9	9	0	100.0%
Total	23	23	0	100.0%

Second Means of Assessment for Outcome 2:

Final exam in BMIS 5800 Project Management.

Criterion measure: 75% of students will earn 80% or better = meets the outcome.

Summary of Data:

BMIS 5800 (SLO2 MOA2) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	14	14	0	100.0%
Spring 2020	9	9	0	100.0%
Total	23	23	0	100.0%

Interpretation of Results for Outcome 2:

A detailed understanding of the phases of a project life cycle is critical for successful project management. Furthermore, a successful project manager must factor in the roles of stakeholders, contributors, budget, and timeline into the project life cycle. Students scored an average of 100% during the Fall 2019/Spring 2020 academic year on this means of assessment. Thus, given the importance of this topic in project management, the instructor will continue monitoring this assessment.

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 6870 Human Resources Management.

Criterion measure: 75% of students will earn an 80% or better = meets the outcome.

Summary of Data:

MGMT 6870 (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 2019	13	10	3	76.9%
Spring 2020	13	8	5	61.5%
Total	26	18	8	69.2%

Second Means of Assessment for Outcome 3:

Score on related case analyses in MGMT 6640 Organizational Behavior.

Criterion Measure: 75% of students will earn an 80% or better = meets the outcome.

Summary of Data:

MGMT 6640 (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 2019	28	26	2	92.9%
Spring 2020	25	23	2	92.0%
Total	53	49	4	92.5%

Interpretation of Results for Outcome 3:

In MGMT 6870 Human Resource Management, students did not meet the criterion in either the fall semester 2019 or spring semester 2020. This result definitely means that more time needs to be spent discussing ethics and ethical issues.

In MGMT 6640 Organizational Theory, students learn about individual behavior, groups and teams, and organizational processes. Students are required to evaluate moral and ethical dilemmas that affect organizations. In the fall of 2019, 26 of 28 students met the criterion while 23 of 25 students met the criterion in the spring of 2020. Students are meeting the criterion. It is imperative to continue working on ethical dilemmas as students will be presented with ethical dilemma scenarios in the real world.