

**Assessment Report  
Fall 2020 – Spring 2021**

**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 2020	30	28	2	93.3%
Spring 2021	23	23	0	100.0%
Total	53	51	2	96.2%

**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 2020	20	18	2	90.0%
Spring 2021	7	7	0	100.0%
Total	27	25	2	92.6%

**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 author a paper and prepare a presentation. In the fall of 2020, 18 of 20 students met the criterion while 7 of 7 students met the criterion in the spring of 2021. Students are meeting the criterion of earning 80% or better on the paper and presentation. There was an improvement from fall to spring. It is important to continue with this assessment as students apply what they learn in the classroom.

In MGMT 6870 Human Resources Management, students showed significant improvement in outcomes for both the fall of 2020 (90.0%) and the spring of 2021 (100.0%) numbers over the fall 2019 (84.6%) and spring 2020 (76.9%) numbers. Continued emphasis on motivation and motivators should be continued.

**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 2020	31	31	0	100.0%
Spring 2021	11	11	0	100.0%
Total	42	42	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 2020	31	31	0	100.0%
Spring 2021	11	11	0	100.0%
Total	42	42	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 2020/Spring 2021 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 2020	20	18	2	90.0%
Spring 2021	7	7	0	100.0%
Total	27	25	2	92.6%

### **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 2020	30	27	3	90.0%
Spring 2021	23	23	0	100.0%
Total	53	50	3	94.3%

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

In MGMT 6870 Human Resources Management, students showed significant improvement in outcomes for both the fall of 2020 (90.0%) and the spring of 2021 (100.0%) numbers over the fall 2019 (76.5%) and spring 2020 (61.9%) numbers. Emphasis on ethics and ethical issues must be continued to make sure that the criterion is met.

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 2020, 27 of 30 students met the criterion while during the next semester, the spring of 2021, 23 of 23 students met the criterion. There was an improvement. Students are meeting the criterion. It is imperative to continue working on ethical dilemmas as students will be presented with ethical dilemmas scenarios in the real-world. The objective is to prepare students to be ethically responsible managers and leaders.