



Report of Outcomes Assessment Results

Institution	Minot State University
Academic Business Unit	College of Business
Academic Year	2015-2016

Outcomes Assessment Plan

Is the outcomes assessment plan that you submitted to the IACBE still current or have you made changes?

The outcomes assessment plan that we have previously submitted is still current.

Changes have been made and the revised plan is attached.

We have made changes and the revised plan will be sent to the IACBE by: November 15, 2016

Outcomes Assessment Results

For Academic Year: 2015-2016

Section I: Student Learning Assessment

Student Learning Assessment for: Bachelor of Science	
General Program Intended Student Learning Outcomes (College of Business Core)	
1. Students will be able to demonstrate the relevant disciplinary knowledge and competencies in the functional areas of business.	
2. Students will be able to demonstrate knowledge of various environments in which business operates.	
3. Students will be able to demonstrate knowledge of appropriate decision-support tools to apply in business decision making.	
4. Students will be able to demonstrate professional written and oral communication skills.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Peregrine Core Exam General Program (CoB Core) ISLOs Assessed by this Measure: 1, 2, 3	At least 90% of students will score at or above the 50th percentile on each subset of questions for each ISLO 1, 2, and 3 of the Peregrine Exam for the General Program (CoB Core).
2. Capstone Course Project/Presentation: ACCT 480, ISLOs Assessed by this Measure: 4 FIN 458, ISLOs Assessed by this Measure: 4 FIN 458, ISLOs Assessed by this Measure: 4 BADM 462, ISLOs Assessed by this Measure: 4 BIT 470, ISLOs Assessed by this Measure: 4 BADM 488, ISLOs Assessed by this Measure: 4	100% of Accounting students will achieve a performance rating of “satisfactory” or higher for each subset of questions for Core ISLO 4. 100% of EEF students will achieve a performance rating of “satisfactory” or higher for each subset of questions for Core ISLO 4. 100% of Finance students will achieve a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4. At least 90% for International Business students will achieve a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4. At least 90% of MIS students will achieve a performance rating of “good” or higher on the subset of questions for Core ISLO 4. At least 90% of Marketing students will achieve a performance rating of “satisfactory” or higher for each subset of questions under Core ISLO 4.

<p>3. E-Portfolio:</p> <p>MIS E-Portfolio ISLOs Assessed by this Measure: 4</p>	<p>At least 90% of MIS students will achieve a performance rating of “good” or higher for each subset of questions for Core ISLO 4.</p>																		
<p>4. Simulation:</p> <p>Management Major, Comp-XM Simulation Written Report and Debriefing Presentation, in BADM 498, ISLOs Assessed by this Measure: 4</p>	<p>At least 90% of students will achieve the minimum of 50% on each subset of questions corresponding to Core ISLO 4.</p>																		
<p>Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:</p>	<p>Performance Objectives (Targets/Criteria) for Indirect Measures:</p>																		
<p>1. Student Exit Survey:</p> <p>General Program (CoB Core), Common Core Exit Survey, ISLOs Assessed by this Measure: 1, 2, 3, 4</p>	<p>At least 90% of graduating students will rate themselves “satisfactory” or higher for each subset of questions under each General Program ISLO 1, 2, 3, and 4.</p>																		
<p>2. Alumni Survey:</p> <p>General Program (CoB Core) ISLOs Assessed by this Measure: 1, 2, 3, 4.</p>	<p>At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under General Program ISLO 1, 2, 3, and 4.</p>																		
<p>Learning Assessment Results: Bachelor of Science (College of Business Core)</p>																			
<p>Summary of Results from Implementing Direct Measures of Student Learning:</p>																			
<p>1. Peregrine Core Exam</p> <p>Target was not met, fewer than 90% of the students scored at or above the 50th percentile on the subset of questions.</p> <p><u>Number of Students Achieving a Subscore at or above 50th Percentile on Each of the Program-ISLO-Related Set of Examination Questions:</u></p> <table data-bbox="296 1138 1335 1464"> <tr> <td>Accounting</td> <td>52 (56% of Total)</td> </tr> <tr> <td>Business Communications**</td> <td>N/A</td> </tr> <tr> <td>Business Finance</td> <td>53 (57% of Total)</td> </tr> <tr> <td>Economics</td> <td>37 (40% of Total)</td> </tr> <tr> <td>Economics: Macroeconomics</td> <td>42 (45% of Total)</td> </tr> <tr> <td>Economics: Microeconomics</td> <td>51 (55% of Total)</td> </tr> <tr> <td>Global Dimensions of Business</td> <td>44 (47% of Total)</td> </tr> <tr> <td>Information Management Systems</td> <td>30 (32% of Total)</td> </tr> <tr> <td>Legal Environment of Business</td> <td>38 (41% of Total)</td> </tr> </table>		Accounting	52 (56% of Total)	Business Communications**	N/A	Business Finance	53 (57% of Total)	Economics	37 (40% of Total)	Economics: Macroeconomics	42 (45% of Total)	Economics: Microeconomics	51 (55% of Total)	Global Dimensions of Business	44 (47% of Total)	Information Management Systems	30 (32% of Total)	Legal Environment of Business	38 (41% of Total)
Accounting	52 (56% of Total)																		
Business Communications**	N/A																		
Business Finance	53 (57% of Total)																		
Economics	37 (40% of Total)																		
Economics: Macroeconomics	42 (45% of Total)																		
Economics: Microeconomics	51 (55% of Total)																		
Global Dimensions of Business	44 (47% of Total)																		
Information Management Systems	30 (32% of Total)																		
Legal Environment of Business	38 (41% of Total)																		

Management	48 (52% of Total)
Management: Human Resource Management	50 (54% of Total)
Management: Operations/Production Management	45 (48% of Total)
Management: Organizational Behavior	46 (49% of Total)
Marketing	54 (58% of Total)
Quantitative Research Techniques and Statistics	57 (61% of Total)

(Total number of students: 93*)

*Exams taken that were abandoned or took less than 30 mins were eliminated

**Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Project/Presentation (Target Met)

ACCT 480: Target was met with 100% of Accounting students achieving a performance rating of “satisfactory” or higher for each subset of questions for Core ISLO 4.

FIN 458: Target was met with 100% of EEF students achieving a performance rating of “satisfactory” or higher for each subset of questions for Core ISLO 4.

FIN 458: Target was met with 100% of Finance students achieving a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4.

BADM 462: Target was met with at least 90% of International Business students achieving a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4.

BADM 488: Target was met with at least 90% of Marketing students achieving a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4.

3. E-Portfolio

Target was met with 100% of assessment items achieving a rating of 4.0 on Core ISLO 4.

4. Simulation

Target was met with 90% of students achieving the minimum of 50% on each subset of questions corresponding to each CORE ISLO 4

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Survey

Target was met with at least 90% of graduating students rating themselves “satisfactory” or higher for each subset of questions under each General Program ISLO 1, 2, 3, and 4.

2. Alumni Survey

Target was met with at least 90% of alumni rating themselves “satisfactory” for each subset of questions under General Program ISLO 1, 2, 3, and 4.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Core Exam	Capstone Course Project/Presentation	E-Portfolio	Simulation	Student Exit Survey	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to demonstrate the relevant disciplinary knowledge and competencies in the functional areas of business.	Not Met	NA	NA	NA	Met	Met		
2. Students will be able to demonstrate knowledge of various environments in which business operates.	Not Met	NA	NA	NA	Met	Met		
3. Students will be able to demonstrate knowledge of appropriate decision-support tools to apply in business decision making.	Not Met	NA	NA	NA	Met	Met		

4. Students will be able to demonstrate professional written and oral communication skills.	NA	Met	Met	Met	Met	Met		
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Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. For ISLO's 1 to 3 – the CoB CORE committee will reconvene to analyze the content of CoB CORE and, if necessary, make appropriate changes to it.
2. The targets for the Peregrine report results will be modified to align them with the format and content of Peregrine reports.
3. The CoB will prepare for implementation of Peregrine inbound and outbound tests.
4. The CoB will analyze the possibility of grading students for taking the Peregrine tests.

Student Learning Assessment for: Bachelor of Science in Accounting (BS-Accounting)

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of and apply the principles and procedures of financial accounting.
2. Students will be able to demonstrate knowledge of and apply the principles and procedures of managerial accounting.
3. Students will be able to demonstrate knowledge of and apply auditing and attestation theories, standards, and procedures.
4. Students will be able to demonstrate and apply knowledge of federal taxation, ethics, professional and legal responsibilities, and business law.
5. Students will be able to integrate skills related to technology, research, problem solving, and communications.
6. Students will be able to synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|---|--|
| 1. Peregrine Core Exam
Program ISLOs Assessed by this Measure: 1,2,4,5 | At least 90% of students will score at or above the 50th percentile on each subset of questions corresponding to each ISLO 1, 2, 4, and 5 for the Accounting major. |
| 2. Capstone Course Project/Presentation - ACCT 480
Program ISLOs Assessed by this Measure: 5,6 | 100% of Accounting students will achieve a performance rating of “satisfactory” or higher for each subset of questions for Core ISLO 4 and Accounting ISLOs 5 and 6. |
| 3. Accounting Peregrine Exam
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 | At least 70% of students will achieve a minimum score of 65% on each subset of questions for each ISLO 1, 2, 3, and 4 on the Peregrine Accounting Exam. |

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|---|--|
| 1. Student Exit Surveys
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6 | At least 90% of graduating students will rate themselves “satisfactory” or higher for each subset of questions under each Accounting ISLO 1, 2, 3, 4, 5 and 6. |
| 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6 | At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each Accounting ISLO 1, 2, 3, 4, 5, and 6. |

Learning Assessment Results: Bachelor of Science in Accounting (BS-Accounting)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Core Exam

Target was not met, fewer than 90% of Accounting students scored at or above the 50th percentile on the subset of questions.

Number of Accounting Students Achieving a Subscore at or above 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	7 (70% of Total)
Business Communications**	N/A
Business Finance	8 (80% of Total)
Economics	1 (10% of Total)
Economics: Macroeconomics	2 (20% of Total)
Economics: Microeconomics	4 (40% of Total)
Global Dimensions of Business	3 (30% of Total)
Information Management Systems	2 (20% of Total)
Legal Environment of Business	5 (50% of Total)
Management	4 (40% of Total)
Management: Human Resource Management	3 (30% of Total)
Management: Operations/Production Management	3 (30% of Total)
Management: Organizational Behavior	7 (70% of Total)
Marketing	2 (20% of Total)
Quantitative Research Techniques and Statistics	6 (60% of Total)

(Total number of students: 10*)

*Exams taken that were abandoned or took less than 30 mins were eliminated

**Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Project / Presentation – ACCT 480

Target was met with 100% of Accounting students achieving a performance rating of “satisfactory” or higher for each subset of questions for Accounting ISLOs 5 and 6.

3. Accounting Peregrine Exam

Target was not met, fewer than 70% of the students scored at or above 65% on the subset of questions.

Number of Students Achieving a Subscore of 65% or Higher on Each of the Program-ISLO-Related Set of Examination Questions:

Accounting and the Business Environment (Program ISLO 1):	9 (82% of Total)
Auditing (Program ISLO 3):	2 (18% of Total)
Completing the Accounting Cycle (Program ISLO 1):	10 (91% of Total)
Cost Accounting (Program ISLO 2):	5 (45% of Total)
Financial Statement Analysis (Program ISLO 1):	6 (55% of Total)
Internal Control and Cash (Program ISLO 1):	4 (36% of Total)
Overview of Management Accounting (Program ISLO 2):	6 (55% of Total)
Recording Business Transactions (Program ISLO 1):	9 (82% of Total)
Taxation: Individuals (Program ISLO 4):	0 (0% of Total)
The Adjusting Process (Program ISLO 1):	9 (82% of Total)
The Statement of Cash Flows (Program ISLO 1):	5 (45% of Total)

(Total number of students: 11)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Survey (Target Met)

Target was met with 100% of students that took that survey rated themselves as satisfactory or higher.

2. Alumni Survey

Target was met with 100% of alumni rating themselves “satisfactory” for each subset of questions under each Accounting ISLO 1, 2, 3, 4, 5, and 6.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	Peregrine Core Exam	Capstone Course Project/Presentation - ACCT 480	Accounting Peregrine Exam	Direct Measure 4	Student Exit Surveys	Alumni Survey	Indirect Measure 3	Indirect Measure 4
Program ISLOs	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...

1. Students will be able to demonstrate knowledge of and apply the principles and procedures of financial accounting.	Not Met	NA	Not Met		Met	Met		
2. Students will be able to demonstrate knowledge of and apply the principles and procedures of managerial accounting.	Not Met	NA	Not Met		Met	Met		
3. Students will be able to demonstrate knowledge of and apply auditing and attestation theories, standards, and procedures.	Not Met	NA	Not Met		Met	Met		
4. Students will be able to demonstrate and apply knowledge of federal taxation, ethics, professional and legal responsibilities, and business law.	Not Met	NA	Not Met		Met	Met		
5. Students will be able to integrate skills related to technology, research, problem solving, and communications.	Not Met	Met	NA		Met	Met		
6. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met	NA		NA	Not Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.
2. In the eleven subset areas, the MSU Accounting program met the goal in the four of subset areas for each of the 3 years. In one subset area, the goal was met for 2 of the 3 years, and two subset areas the goal was met in 1 of the 3 years.

The focus will be on the 4 subset areas where the goal was not met for any of the 3 years (except for auditing which was only tested the last two years). These 4 subset areas include:

- Auditing (ISLO 3)
- Cost Accounting (portion of ISLO 2)
- Taxation: Individuals (ISLO 4)
- Statement of Cash Flows (portion of ISLO 1)

Program faculty will review and compare Peregrine auditing subset concepts and cost accounting subset concepts to what is covered in the courses.

The new instructor in area of taxation will be encouraged to make sure our course coverage in individual taxation corresponds to the Peregrine testing coverage.

Program faculty of the three required courses covering Statement of Cash Flows will review and compare their coverage of the topic with each other.

Student Learning Assessment for: : Bachelor of Science in Energy Economic and Finance (BS-EEF)

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to identify and apply economic fundamentals of energy industries.
2. Students will be able to critically analyze energy projects and problems using appropriate data and technology tools.
3. Students will be able to evaluate and interpret risk using risk measures.
4. Students will be able to synthesize business knowledge, practices, and theories.

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|--|--|
| 1. Peregrine Core Exam
Program ISLOs Assessed by this Measure: 1 | At least 90% of students will score at or above the 50th percentile on the subset of questions corresponding to ISLO 1 for the BS-EEF major. |
| 2. Capstone Course Project/Presentation – FIN 458
Program ISLOs Assessed by this Measure: 2,4 | 100% of EEF students will achieve a performance rating of “satisfactory” or higher for each subset of questions for BS-EEF ISLO 2 and 4. |
| 3. University of Texas PETEX Exam – Fundamentals of Petroleum
Program ISLOs Assessed by this Measure: 1,2,3,4 | At least 70% of students will achieve a minimum of 70% on each subset of questions for each ISLO 1, 2, 3, and 4. |

**Assessment Instruments for Intended Student Learning Outcomes—
Indirect Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|--|---|
| 1. Student Exit Surveys
Program ISLOs Assessed by this Measure: 1,2,3 | At least 90% of graduating students will rate themselves “satisfactory” or higher on each subset of questions under each BS-EEF ISLO 1, 2, and 3. |
| 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1,2,3,4 | At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each BS-EEF ISLO 1, 2, 3, 4, 5, and 6. |

Learning Assessment Results: Bachelor of Science in Energy Economic and Finance (BS-EEF)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Core Exam

Target was not met; fewer than 90% of EEF students scored at or above the 50th percentile on the subset of questions.

Number of EEF Students Achieving a Subscore at or above 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	4 (67% of Total)
Business Communications	N/A
Business Finance	3 (50% of Total)
Economics	4 (67% of Total)
Economics: Macroeconomics	3 (50% of Total)
Economics: Microeconomics	5 (50% of Total)
Global Dimensions of Business	2 (33% of Total)
Information Management Systems	1 (17% of Total)
Legal Environment of Business	3 (50% of Total)
Management	1 (17% of Total)
Management: Human Resource Management	2 (33% of Total)
Management: Operations/Production Management	2 (33% of Total)
Management: Organizational Behavior	2 (33% of Total)
Marketing	2 (33% of Total)
Quantitative Research Techniques and Statistics	3 (50% of Total)

(Total number of students: 6)

*Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Course Project / Presentation – FIN 458

Target was met with 100% of EEF students achieving a performance rating of “satisfactory” or higher for each subset of questions for EEF ISLOs 2 and 4.

3. University of Texas PETEX Exam – Fundamentals of Petroleum

Target was met with at least 70% of students achieving a minimum of 70% on each subset of questions for each ISLO 1, 2, 3, and 4.

ISLO 1: 100% achieved a minimum of 70% on each subset of questions.

ISLO 2: 86% achieved a minimum of 70% on each subset of questions

ISLO 3: 71% achieved a minimum of 70% on each subset of questions

ISLO 4: 100% achieved a minimum of 70% on each subset of questions

(Total number of students: 7)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Surveys
Target was met with 100% of students that took that survey rated themselves as satisfactory or higher.

2. Alumni Survey
Target was not met; survey was sent with no responses returned.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	Peregrine Core Exam	Capstone Course Project/Presentation – FIN 458	University of Texas PETEX Exam Fundamental of Petroleum	Direct Measure 4	Student Exit Surveys	Alumni Survey	Indirect Measure 3	Indirect Measure 4
Program ISLOs	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to identify and apply economic fundamentals of energy industries.	Not Met	NA	Met		Met	Not Met		
2. Students will be able to critically analyze energy projects and problems using appropriate data and technology tools.	NA	Met	Met		Met	Not Met		
3. Students will be able to evaluate and interpret risk using risk measures.	NA	NA	Met		Met	Not Met		
4. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met	Met		NA	Not Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.

2. The process of administering the alumni survey will be removed as only one indirect measure is required.

Student Learning Assessment for: Bachelor of Science in Finance (BS-Finance)

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate knowledge of and apply the principles, tools, and techniques for effective and efficient financial management.
2. Students will be able to demonstrate knowledge of and apply investment strategy and analysis from basic investing to the theory of portfolio construction and risk management.
3. Students will be able to demonstrate an understanding of the management, performance, and regulatory aspects of financial institutions and markets.
4. Students will be able to demonstrate the theories, knowledge, and financial tools necessary to start, grow, and harvest a successful business venture.
5. Students will be able to synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|---|---|
| 1. Peregrine Core Exam:
Program ISLOs Assessed by this Measure: 1,4 | At least 90% of students will score at or above the 50th percentile on each subset of questions corresponding to each ISLO 1 and 4 for BS - Finance. |
| 2. Capstone Course Project / Presentation – FIN 458:
Program ISLOs Assessed by this Measure: 5 | 100% of Finance students will achieve a performance rating of “satisfactory” or higher on the subset of questions for BS-Finance ISLO 5. |
| 3. Finance Program Assessment:
Program ISLOs Assessed by this Measure: 1,2,3,4,5 | At least 70% of students will achieve a minimum score of 60% for each subset of questions for each ISLO 1, 2, 3, 4, and 5 on the Finance Program Assessment test. |

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|---|--|
| 1. Student Exit Surveys:
Program ISLOs Assessed by this Measure: 1,2,3,4,5 | At least 90% of graduating students will rate themselves “satisfactory” or higher on each subset of questions under each Finance ISLO 1, 2, 3, 4, and 5. |
| 2. Alumni Survey:
Program ISLOs Assessed by this Measure: 1,2,3,4,5 | At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each Finance ISLO 1, 2, 3, 4, and 5. |

Learning Assessment Results: Bachelor of Science in Finance (BS-Finance)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Core Exam

Target was not met; fewer than 90% of Finance students scored at or above the 50th percentile on the subset of questions.

Number of Finance Students Achieving a Subscore at or above 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	14 (61% of Total)
Business Communications*	N/A
Business Finance	15 (65% of Total)
Economics	8 (35% of Total)
Economics: Macroeconomics	14 (61% of Total)
Economics: Microeconomics	11 (48% of Total)
Global Dimensions of Business	9 (39% of Total)
Information Management Systems	6 (26% of Total)
Legal Environment of Business	8 (35% of Total)
Management	11 (48% of Total)
Management: Human Resource Management	12 (52% of Total)
Management: Operations/Production Management	6 (26% of Total)
Management: Organizational Behavior	12 (52% of Total)
Marketing	14 (61% of Total)
Quantitative Research Techniques and Statistics	13 (57% of Total)

(Total number of students: 23)

*Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Course Project / Presentation – FIN 458:

Target was met with 100% of Finance students achieving a performance rating of “satisfactory” or higher on the subset of questions for BS-Finance ISLO 5.

3. Finance Program Assessment.

Target was met with at least 70% of students achieving a minimum score of 60% for each subset of questions for each ISLO 1, 2, 3, 4, and 5 on the Finance Program Assessment test.

ISLO 1: 81% of students achieved a minimum of 60% on each subset of questions.
 ISLO 2: 91% of students achieved a minimum of 60% on each subset of questions
 ISLO 3: 100% of students achieved a minimum of 60% on each subset of questions
 ISLO 4: 89% of students achieved a minimum of 60% on each subset of questions
 ISLO 5: Not measured.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Surveys

Target was met with 100% of students who took the survey rated themselves as “Satisfactory” or higher.

2. Alumni Survey

Target was not met, survey was sent with no responses returned.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Core Exam	Capstone Course Project / Presentation – FIN 458	Finance Program Assessment	<i>Direct Measure 4</i>	Student Exit Surveys	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to demonstrate knowledge of and apply the principles, tools, and techniques for effective and efficient financial management.	Not Met	NA	Met		Met	Not Met		
2. Students will be able to demonstrate knowledge of and apply investment strategy and analysis from basic investing to the theory of portfolio construction and risk management.	NA	NA	Met		Met	Not Met		

3. Students will be able to demonstrate an understanding of the management, performance, and regulatory aspects of financial instructions and markets.	NA	NA	Met		Met	Not Met		
4. Students will be able to demonstrate the theories, knowledge, and financial tools necessary to start, grow, and harvest a successful business venture.	Not Met	NA	Met		Met	Not Met		
5. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met	NA		Met	Not Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.
2. The process of administering the alumni survey will be removed as only one indirect measure is required.

Student Learning Assessment for: Bachelor of Science in International Business

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to apply business fundamentals in a global environment.

2. Students will be able to analyze international business opportunities.

3. Students will be able to synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

1. Peregrine Core Exam

Program ISLOs Assessed by this Measure: 1

At least 90% of the students will score at or above the 50th percentile on the subset of questions corresponding to ISLO 1 for the International Business major.

2. Capstone Course Project/Presentation in BADM 462

Program ISLOs Assessed by this Measure: Core 4 and International Business 2 and 3.

At least 90% for International Business students will achieve a performance rating of “satisfactory” or higher on the subset of questions for Core ISLO 4 and International Business ISLOs 2 and 3.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

1. Student Exit Survey

Program ISLOs Assessed by this Measure: 1, 2, and 3

At least 90% of graduating students will rate themselves “satisfactory” or higher on each subset of questions under each International Business ISLO 1, 2, and 3.

2. Alumni Survey

Program ISLOs Assessed by this Measure: 1, 2, and 3

At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each International Business ISLO 1, 2, and 3.

Learning Assessment Results: Bachelor of Science in International Business (BS- International Business)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Exam

Target was not met; fewer than 90% of the students scored at or above the 50th percentile on the subset of questions corresponding to ISLO 1 for the International Business major.

Percentage of International Business Students Achieving a Subscore at or above the 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	9	(50% of Total)
Business Communications	15	N/A
Business Finance	10	(55% of Total)
Economics	7	(32% of Total)
Economics: Macroeconomics	7	(41% of Total)
Economics: Microeconomics	9	(45% of Total)
Global Dimensions of Business	9	(41% of Total)
Information Management Systems	3	(18% of Total)
Legal Environment of Business	11	(50% of Total)
Management	10	(50% of Total)
Management: Human Resource Management	10	(55% of Total)
Management: Operations/Production Management	7	(32% of Total)
Management: Organizational Behavior	11	(50% of Total)
Marketing	8	(45% of Total)
Quantitative Research Techniques and Statistics	10	(55% of Total)

(Total number of students: 18*)

*Exams taken that were abandoned or took less than 30 minutes were eliminated

**Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Course Project/Presentation in BADM 462

Target was met with at least 90% of International Business students achieving a performance standard of “satisfactory” or higher on the subset of questions for International Business ISLOs 2 and 3.

Summary of Results from Implementing Indirect Measures of Student Learning:

3. Student Exit Survey

Target was met with 90% of graduating students rating themselves “satisfactory” or higher on each subset of questions under each International Business ISLO 1, 2, and 3.

4. Alumni Survey

Target was met with at least 90% of alumni will rating themselves “satisfactory” or higher for each subset of questions under each International Business ISLO 1, 2, and 3.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Core Exam	Capstone Course	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Exit Survey	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to apply business fundamentals in a global environment.	Not Met	NA			Met	Met		
2. Students will be able to analyze international business opportunities.	NA	Met			Met	Met		
3. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met			Met	Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.

Student Learning Assessment for: Bachelor of Science in Management

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to apply management principles and skills at strategic, tactical, and operational levels.
2. Students will be able to analyze business environment from an entrepreneurial perspective and an international perspective.
3. Students will be able to synthesize business knowledge, practices, and theories.

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Peregrine Exam
Program ISLOs Assessed by this Measure: 1 and 2. | At least 90% of students will score at or above the 50th percentile on each subset of questions corresponding to each ISLO 1 and 2 for the Management major. |
| <ol style="list-style-type: none"> 2. Simulation – Comp-XM Simulation Written Report and Debriefing Presentation, BADM 498.
Program ISLOs Assessed by this Measure: 3 | At least 90% of students will achieve the minimum of 50% on each subset of questions corresponding to Management ISLO 3. |

**Assessment Instruments for Intended Student Learning Outcomes—
Indirect Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Student Exit Survey
Program ISLOs Assessed by this Measure: 1, 2, and 3 | At least 90% of graduating students will rate themselves “satisfactory” or higher on each subset of questions under each Management ISLO 1, 2, and 3. |
| <ol style="list-style-type: none"> 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, and 3 | At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each Management ISLO 1, 2, and 3. |

Learning Assessment Results: Bachelor of Science in Management (BS- Management)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Exam

Target was not met; fewer than 90% of the students scored at or above the 50th percentile on the subset of questions corresponding to ISLO 1 and 2 for the management major.

Percentage of Management Students Achieving a Subscore at or above the 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	33	(55% of Total)
Business Communications		N/A
Business Finance	26	(43% of Total)
Economics	24	(40% of Total)
Economics: Macroeconomics	27	(45% of Total)
Economics: Microeconomics	32	(53% of Total)
Global Dimensions of Business	30	(50% of Total)
Information Management Systems	36	(60% of Total)
Legal Environment of Business	21	(35% of Total)
Management	34	(57% of Total)
Management: Human Resource Management	34	(57% of Total)
Management: Operations/Production Management	33	(55% of Total)
Management: Organizational Behavior	29	(48% of Total)
Marketing	36	(60% of Total)
Quantitative Research Techniques and Statistics	39	(65% of Total)

(Total number of students: 60*)

*Exams taken that were abandoned or took less than 30 minutes were eliminated

**Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Simulation – Comp-XM Simulation Written Report and Debriefing Presentation, BADM 498.

Target was met with 90% of students achieving the minimum of 50% on each subset of questions corresponding to Management ISLO 3

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Survey

Target was met with at least 90% of graduating students rating themselves “satisfactory” or higher on each subset of questions under each Management ISLO 1, 2, and 3.

2. Alumni Survey

Target was met with at least 90% of alumni rating themselves “satisfactory” or higher for each subset of questions under each Management ISLO 1, 2, and 3.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Core Exam	Comp-XM Simulation Written Report and Presentation	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Exit Survey	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to apply management principles and skills at strategic, tactical, and operational levels.	Not Met	NA			Met	Met		
2. Students will be able to analyze business environment from an entrepreneurial perspective and an international perspective.	Not Met	NA			Met	Met		
3. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met			Met	Met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.								

Student Learning Assessment for: Bachelor of Science in Marketing

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to apply marketing analysis, planning, and control concepts, and will be capable of developing strategic, tactical, and operational marketing knowledge, skills, and competencies in an ever-changing, dynamic marketing environment.
2. Students will be able to apply marketing mix, consumer behavior, and cross-cultural marketing skills and competencies.
3. Students will be able to apply marketing knowledge in both domestic and/or global environments.
4. Students will be able to apply research for exploring marketing opportunities, identifying marketing problems, and implementing solutions.
5. Students will be able to synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|---|--|
| 1. Peregrine Exam
Program ISLOs Assessed by this Measure: 1, 2, and 3. | At least 90% of students will score at or above the 50th percentile on each subset of questions corresponding to each ISLO 1, 2, and 3 for the Marketing major. |
| 2. Capstone Course Project/Presentation
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5. | At least 90% of Marketing students will achieve a performance rating of “satisfactory” or higher for each subset of questions under each Core ISLO 4 and Marketing ISLO 1, 2, 3, 4, and 5. |

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|---|---|
| 1. Student Exit Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5 | At least 90% of graduating students will rate themselves “satisfactory” or higher on each subset of questions under each Marketing ISLO 1, 2, 3, 4 and 5. |
| 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 and 5 | At least 90% of alumni will rate themselves “satisfactory” for each subset of questions under each Marketing ISLO 1, 2, 3, 4, and 5. |

Learning Assessment Results: Bachelor of Science in Marketing (BS- Marketing)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Exam
 Target was not met; fewer than 90% of the students scored at or above the 50th percentile on the subset of questions corresponding to ISLO 1, 2, and 3 for the Marketing major.

Percentage of Marketing Students Achieving a Subscore at or above the 50th Percentile on Each of the Peregrine Core Exam Questions:

Accounting	17	(55% of Total)
Business Communications**		N/A
Business Finance	16	(52% of Total)
Economics	14	(45% of Total)
Economics: Macroeconomics	15	(48% of Total)
Economics: Microeconomics	19	(61% of Total)
Global Dimensions of Business	17	(55% of Total)
Information Management Systems	10	(32% of Total)
Legal Environment of Business	15	(48% of Total)
Management	17	(55% of Total)
Management: Human Resource Management	16	(52% of Total)
Management: Operations/Production Management	14	(45% of Total)
Management: Organizational Behavior	15	(48% of Total)
Marketing	22	(71% of Total)
Quantitative Research Techniques and Statistics	19	(61% of Total)

(Total number of students: 27*)

*Exams taken that were abandoned or took less than 30 minutes were eliminated

**Business Communications was recently added to the Peregrine Business CORE exam, therefore had no data to compare to IACBE results.

2. Capstone Course Project/Presentation

This target was not met; fewer than 90% of Marketing students achieving a performance rating of “satisfactory” or higher for each subset of questions under each Marketing ISLO 1, 2, 3, 4, and 5.

One question out of three questions for ISLO 2 indicated non-applicable, therefore indicating ISLO was not met. However, the other two questions in ISLO 2 were met. Likewise, one question out of two 2 questions for ISLO 3 indicated non-applicable, therefore indicating ISLO 3 was not met. However, the other question in ISLO 3 was met.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Student Exit Survey

Target was met with at least 90% of graduating students rating themselves “satisfactory” or higher on each subset of questions under each Marketing ISLO 1, 2, 3, 4 and 5.

2. Alumni Survey

Target was not met for Marketing ISLO 5; fewer than 90% of alumni rating themselves “satisfactory” for each subset of questions.
 Target was met for Marketing ISLO 1, 2, 3, and 4.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Core Exam	Capstone Course	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Exit Survey	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to apply marketing analysis, planning and control concepts, and will be capable of developing strategic, tactical, and operational marketing knowledge, skills, and competencies in an ever-changing, dynamic marketing environment.	Not Met	Met			Met	Met		
2. Students will be able to apply marketing mix, consumer behavior, and cross-cultural marketing skills and competencies	Not Met	Not Met			Met	Met		
3. Students will be able to apply marketing knowledge in both domestic and/or global environments.	Not Met	Not Met			Met	Met		
4. Students will be able to apply research for exploring marketing opportunities, identifying marketing problems, and implementing solutions.	NA	Met			Met	Met		

5. Students will be able to synthesize business knowledge, practices, and theories.	NA	Met			Met	Not Met		
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Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Program faculty believe that the goal of having at least 90% of students score at or above the 50th percentile on each subset of questions corresponding to ISLO 1,2,3 may be overly ambitious or even unrealistic. Goal will be changed to at least 50% of students will score at or above the 60th percentile on each subset of questions for each CoB CORE ISLO 1, 2, and 3.

2. Alumni will be able to synthesize business knowledge, practices, and theories, ISLO 5 averaged 2.75 out of 5 which is slightly below the 3.0 (satisfactory) target set by the faculty. The percentage of students indicating satisfactory or higher is 66% which is short of the 90% target. There has been continuous turnover with marketing faculty that could impact the survey results. The faculty will review the comments shared by the alumni and discuss curriculum changes.

Student Learning Assessment for: Bachelor of Science in Management Information Systems

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to lead and collaborate in information systems projects.
2. Students will be able to negotiate with internal and external constituents when solving MIS problems.
3. Students will be able to apply analytical and critical thinking skills in the information systems environment.
4. Students will be able to identify and design opportunities for IT-enabled organizational improvement.
5. Students will be able to analyze and evaluate information systems sourcing alternatives.
6. Students will be able to design and recommend how to implement information systems solutions.
7. Students will be able to explain how to manage ongoing information technology operations.
8. Students will be able to synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|--|--|
| 1. Capstone Course
Program ISLOs Assessed by this Measure: 8 | At least 90% of MIS students will achieve a rating of at least 4.0 (on a 5.0 scale) for the subset of questions for MIS ISLO 8 |
| 2. E-portfolio assessment
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7 | At least 90% of assignments in e-portfolio will be rated an average of at least 4.0 (on a 5.0 scale) for each subset of questions for each MIS ISLO 1, 2, 3, 4, 5, 6, and 7. |

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|--|---|
| 1. MIS Exit Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8 | At least 90% of students will rate each subset of questions under each MIS ISLO 1, 2, 3, 4, 5, 6, 7, and 8 at least 3.5 (on a 5.0 scale). |
| 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, and 7 | At least 90% of MIS alumni will rate each subset of questions under each MIS ISLO 1, 2, 3, 4, 5, 6, and 7, at least 3.5 (on a 5.0 scale). |

Learning Assessment Results: Bachelor of Science in Management Information Systems (BS-MIS)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Capstone Course

Target was met with 100% of students achieving a rating of 4.0 on a 5.0 scale.

2. E-portfolio assessment

Target was met with 100% of assessment items achieving a rating of 4.0 on MIS ISLO 2, 3, 5, 5, 6, and 7. No data was collected for ISLO 1.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. MIS Exit Survey

Target was met with 100% of students rating 4.0 on each subset of questions for each MIS ISLO 1, 2, 3, 4, 5, 6, 7, and 8.

2. Alumni Survey

Target was met with 100% of students rated 4.0 or higher in each MIS ISLO 1, 2, 3, 4, 5, 6, 7, and 8.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Capstone Course	E-Portfolio	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	MIS Exit Survey	MIS Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to lead and collaborate in information systems projects.	NA	Not Met			Met	Met		
2. Students will be able to negotiate with internal and external constituents when solving MIS problems.	NA	Met			Met	Met		
3. Students will be able to apply analytical and critical thinking skills in the information systems environment.	NA	Met			Met	Met		

4. Students will be able to identify and design opportunities for IT-enabled organizational improvement.	NA	Met			Met	Met		
5. Students will be able to analyze and evaluate information systems sourcing alternatives.	NA	Met			Met	Met		
6. Students will be able to design and recommend how to implement information systems solutions.	NA	Met			Met	Met		
7. Students will be able to explain how to manage ongoing information technology operations.	NA	Met			Met	Met		
8. Students will be able to synthesize business knowledge, practices, and theories.	Met	NA			Met	Met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. The process of collecting data for the e-portfolio will be revised to ensure that data is collected for each ISLO.								

Student Learning Assessment for: Master of Science in Information Systems

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate information systems skills
2. Students will be able to develop information systems infrastructures.
3. Students will be able to communicate a systems strategy.
4. Students will be able to synthesize information systems knowledge by analyzing and developing business solutions for clients.

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Written Report Rubrics
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 | At least 95% of MSIS students will achieve the “satisfactory” or “exceptional” level on each subset of questions for each MSIS ISLO 1, 2, 3, and 4. |
| <ol style="list-style-type: none"> 2. Oral Presentation Rubrics
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 | At least 95% of MSIS students will achieve the “satisfactory” or “exceptional” level on each subset of questions for each MSIS ISLO 1, 2, 3, and 4. |

**Assessment Instruments for Intended Student Learning Outcomes—
Indirect Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Indirect Measures:

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. MSIS Exit Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 | At least 90% of MSIS graduating students will rate themselves “satisfactory” or “exceptional” on each subset of questions for each MSIS ISLO 1, 2, 3, and 4. |
| <ol style="list-style-type: none"> 2. Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4 | At least 80% of MSIS alumni will rate themselves “satisfactory” or “exceptional” on each subset of questions for each MSIS ISLO 1, 2, 3, and 4. |

Learning Assessment Results: Master of Science in Information Systems (MSIS)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Written Report Rubrics

Target was met with 100% of students achieving at the exceptional or satisfactory level on each subset of questions for each MSIS ISLO 1, 2, 3, and 4.

2. Oral Presentation Rubrics

Target was met with 100% of students achieving at the exceptional or satisfactory level on each subset of questions for each MSIS ISLO 1, 2, 3, and 4.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. MSIS Exit Survey

Target was met with 100% of students reporting their learning at the exceptional or satisfactory level on each subset of questions for each MSIS ISLO 1, 2, 3, and 4.

2. Alumni Survey

Target was met with 100% of alumni responding at the exceptional or satisfactory level.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	Written Report Rubrics	Oral Presentation Rubrics	Direct Measure 3	Direct Measure 4	MSIS Exit Survey	MSIS Alumni Survey	Indirect Measure 3	Indirect Measure 4
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Student will be able to demonstrate information systems skills.	Met	Met			Met	Met		
2. Student will be able to develop information systems infrastructures.	Met	Met			Met	Met		
3. Student will be able to communicate a global information systems strategy.	Met	Met			Met	Met		
4. Student will be able to provide information systems consulting services.	Met	Met			Met	Met		

Student Learning Assessment for: Master of Science in Management (MSM)

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students make managerial decisions within an environment of risk and uncertainty.
2. Students demonstrate strategic management skills.
3. Students communicate effectively in a professional setting.
4. Students strategically apply technology in a managerial context.
5. Students demonstrate professionalism in both behavior and attitude.
6. Students synthesize business knowledge, practices, and theories.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

1. MSM Peregrine CPC Exam (implemented Fall 2015 as pilot)
Program ISLOs Assessed by this Measure: 1

At least 90% of students will score at or above the 50th percentile on each subset of questions for ISLO 1 on the Peregrine MSM Graduate level exam for the MSM program.

2. Rubrics for oral and written Capstone Experience
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6

At least 90% of the students will achieve a rating of “moderately satisfactory” or higher on each subset of questions for each MSM ISLO 1, 2, 3, 4, 5, 6.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Indirect Measures:

1. MSM Exit Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6

At least 90% of graduating students will rate themselves “moderately satisfactory” or higher for each subset of questions for each MSM ISLO 1, 2, 3, 4, 5, 6.

2. MSM Alumni Survey
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6

At least 90% of alumni will rate themselves “moderately satisfactory” or higher for each subset of questions for each MSM ISLO 1, 2, 3, 4, 5, 6.

Learning Assessment Master of Science in Management (MSM)

Summary of Results from Implementing Direct Measures of Student Learning:

1. MSM Peregrine CPC Exam

The Peregrine CPC exam was administered online as a pilot in Fall 2015. Seven students started the exam; however, two students failed to complete the exam. For this pilot, 5 students' scores were reviewed. 90% of the students scored at or above 50th percentile in four of the twelve subtopics: Business Leadership, Human Resource Management, Operations/Production Management, and Quantitative Research Techniques and Statistics.

2. Rubrics for oral and written Capstone Experience

Target was met with 100% of students achieving "moderately satisfactory" on ISLOS 1, 2, 4, 5, and 6.
 Target was met with 93% of students achieving "moderately satisfactory" on ISLO 3.

Summary of Results from Implementing Indirect Measures of Student Learning:

3. MSM Exit Survey

Target was not met; 80% of students reported "moderately satisfactory" on ISLOs 1, 2, 3, and 6.
 Target was met; 100% of students reported "moderately satisfactory" on ISLOs 4 and 5.

4. MSM Alumni Survey

Target was not met; 80% of alumni reported "moderately satisfactory" on ISLOs 1, 5, and 6.
 Target was met; 100% of alumni reported "moderately satisfactory" on ISLOs 2, 3, and 4.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Peregrine Exam	Written Rubric	Oral Rubric	<i>Direct Measure 4</i>	Graduate Exit Survey	Alumni Survey	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students make managerial decisions within an environment of risk and uncertainty.	Not Met	Met	Met		Not Met	Not Met		
2. Students demonstrate strategic management skills.	NA	Met	Met		Not Met	Met		

3. Students communicate effectively in a professional setting	NA	Met	Met		Not Met	Met		
4. Students strategically apply technology in a managerial context.	NA	Met	Met		Met	Met		
5. Students demonstrate professionalism in both behavior and attitude	NA	Met	Met		Met	Not Met		
6. Students synthesize business knowledge, practices, and theories.	NA	Net	Met		Not Met	Not Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Faculty will review Peregrine exam contents and map contents to all appropriate ISLOs. Based on content of the Peregrine exam, we should be measuring ISLOs 1, 2, 4, 5, and 6 with the exam.
2. Faculty will pilot use of inbound and outbound Peregrine exam and establish new performance targets.
3. Faculty will review course alignments with ISLOs, specifically considering ISLOs that were not met in one or more measure.
4. Faculty will review survey participant comments and ISLO scores as they consider updates to curriculum in the MSM program.

Section II:

Operational Assessment	
Intended Operational Outcomes	
1. The College of Business will be successful in building enrollment in college undergraduate and graduate programs.	
2. The College of Business will be successful in strengthening faculty and staff development.	
3. The College of Business will be successful in assuring engaged student learning in rigorous, high-quality programs.	
4. The College of Business will identify, develop, brand, and market distinctive programs.	
5. The College of Business will increase practitioner participation in and support of college programs and activities.	
6. The College of Business will be successful in continuously refining the student academic advising system.	
7. The College of Business will cultivate a professional, supportive, and forward-thinking environment within the college.	
Assessment Measures/Methods for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures/Methods:
1. 1.1 Academic Enrollment Data 1.2 Academic Enrollment Data Intended Operational Outcomes Assessed by this Measure: 1	1.1 The total FTE enrollments for the CoB have increased from the previous academic by at least 5%. 1.2 Each major program has at least 25 declared majors.
2. 2.1 Faculty Satisfaction Survey 2.2 Faculty Evaluation Document 2.3 Faculty Evaluation Document Intended Operational Outcomes Assessed by this Measure: 2	2.1 At least 80% of faculty agree or strongly agree they are satisfied with their department's academic programs. 2.2 At least 80% of faculty are members of professional/academic associations. 2.3 At least 25% of faculty present at a conference each year and/or publish at least one article each year.

<p>3. 3.1 Graduate Exit Survey</p> <p>3.2 Graduate Exit Survey</p> <p>3.3 Graduate Exit Survey</p> <p>3.4 Graduate Exit Survey</p> <p>3.5 Course and Instructor Evaluation by Students</p> <p>Intended Operational Outcomes Assessed by this Measure: 3</p>	<p>3.1 At least 80% of graduating students agree or strongly agree that their programs were rigorous.</p> <p>3.2 At least 15% of graduating students participate in student organizations.</p> <p>3.3 At least 80% of graduating students report an acceptable level of engaging projects or other learning strategies in classes.</p> <p>3.4 At least 80% of graduating students agree or strongly agree that they are satisfied with their CoB experience.</p> <p>3.5 Student perception of CoB faculty classroom performance will average at least 4 on 1-5 scale (average for questions 1-9).</p>
<p>4. 4.1 Graduate Exit Survey</p> <p>Intended Operational Outcomes Assessed by this Measure: 4</p>	<p>4.1 At least 30% of graduating students report something distinctive about their program.</p>
<p>5. 5.1 Graduate Exit Survey</p> <p>Intended Operational Outcomes Assessed by this Measure: 5</p>	<p>5.1 At least 50% of graduating students have completed an internship, consulting project, or applied business project</p>
<p>6. 6.1 Graduate Exit Survey</p> <p>6.2 Graduate Exit Survey</p> <p>Intended Operational Outcomes Assessed by this Measure: 6</p>	<p>6.1 At least 80% of graduating students agree or strongly agree that their advising was satisfactory.</p> <p>6.2 At least 60% of graduating students agree or strongly agree that faculty were adequately involved with students in the CoB.</p>
<p>7. 7.1 Graduate Exit Survey</p> <p>7.2 Faculty Satisfaction Survey</p> <p>Intended Operational Outcomes Assessed by this Measure: 7</p>	<p>7.1 At least 50% of students agree or strongly agree have experienced significant professional growth while at MSU.</p> <p>7.2 At least 85% of faculty agree or strongly agree they are satisfied with the collegiality and collaboration among their peers in the department and within the college.</p>

Summary of Results from Implementing Operational Assessment Measures/Methods:

- 1. 1.1 There is 4% growth in CoB enrollment from 690 to 704 students. (target: 5%)
- 2. 1.2 Four majors have less than 25 declared. (target: all majors)
- 3. 2.1 77% of faculty agree or strongly agree they are satisfied with their department’s academic programs (target: 80%).
- 4. 2.2 95% of faculty are members of professional/academic associations (target 80%).
- 5. 2.3 65% of faculty presented at a conference each year and/or published at least one article each year (target 25%).
- 6. 3.1 80% of graduating students agree or strongly agree that their programs were rigorous (target: 80%).
- 7. 3.2 16% of graduating students participate in student organizations (target: 15%).
- 8. 3.3 86% of graduating students report an acceptable level of engaging projects or other learning strategies in classes (target: 80%).
- 9. 3.4 90% of graduating students agree or strongly agree that they are satisfied with their CoB experience (target: 80%).
- 10. 3.5 The average classroom performance for the COB faculty for AY 2015-16 was 4.38. (target: 4.00)
- 11. 4.1 47% of graduating students report something distinctive about their program (target: 30%).
- 12. 5.1 89% of graduating students report participation in practice-oriented activities (target: 50%).
- 13. 6.1 85% of graduating students agree or strongly agree that their advising was satisfactory (target: 80%).
- 14. 6.2 82% of graduating students agree or strongly agree that faculty were adequately involved with students in the CoB (target: 60%).
- 15. 7.1 87% of graduating students agree or strongly agree have experienced significant professional growth while at MSU (target: 50%).
- 16. 7.2 81% of faculty agree or strongly agree they are satisfied with the collegiality and collaboration among their peers in the department and within the college. (target 85%)

Summary of Achievement of Intended Operational Outcomes:

Intended Operational Outcomes	Operational Assessment Measures/Methods							
	Academic Enrollment Data	Faculty Satisfaction Survey	Faculty Evaluation Document	Graduate Exit Survey	Course and Instructor Evaluation by Students	Operational Assessment Measure/ Method 6	Operational Assessment Measure/ Method 7	Operational Assessment Measure/ Method 8
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...

1. The College of Business will be successful in building enrollment in college undergraduate and graduate programs.	Not Met	NA	NA	NA	NA			
2. The College of Business will be successful in strengthening faculty and staff development.	NA	Not Met	Met	NA	NA			
3. The College of Business will be successful in assuring engaged student learning in rigorous, high-quality programs.	NA	NA	NA	Met	Met			
4. The College of Business will identify, develop, brand, and market distinctive programs.	NA	NA	NA	Met	NA			
5. The College of Business will increase practitioner participation in and support of college programs and activities.	NA	NA	NA	Met	NA			
6. The College of Business will be successful in continuously refining the student academic advising system.	NA	NA	NA	Met	NA			
7. The College of Business will cultivate a professional, supportive, and forward-thinking environment within the college.	NA	Not Met	NA	Met	NA			

Proposed Courses of Action for Improvement in Operational Outcomes for which Performance Targets Were Not Met:

1. Intended Operational Outcomes 1: The CoB will analyze the possibility of terminating some unpopular majors and building more synergy across majors.
2. Intended Operational Outcomes 1: The CoB will continue with social media marketing campaigns and supporting the recruitment activities and events.

3. Intended Operational Outcomes 3: The department chairs will be asked to revise the academic programs provided by their departments.

4. Intended Operational Outcomes 7: The CoB will offer professional development activities for all new faculty.