MASTER OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2012-2013 ACADEMIC YEAR
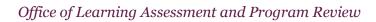
2012– 2013 CURRICULUM MAP	*I (INTRODUCED) R (REINFORCED) M (MASTERED)*				
	PLO 1 Understand cultural and economic trends and contexts that influence organizational change.	**PLO 2** Demonstrate skill in critical thinking, data interpretation, and decision making necessary for developing innovative, effective problem-solving strategies within organizational culture.	**PLO 3** Communicate knowledge and ideas basic to creating teams, managing organizational processes, and developing managerial capabilities in others.	**PLO 4** Evaluate and apply resources and strategies that develop human capital and improve organizational performance.	**PLO 5** Implement effective leadership within a learning organization that reflects current social, corporate, and global perspectives.
BUS 600: Management Communications with Technology Tools	R	R	R		R
BUS 610: Organizational Behavior	R		R	R	R
OMM 612: Managing in Social Change	R		R	R	R
OMM 614: Innovation and Entrepreneurship		R			
OMM 625: Learning Organizations and Effectiveness	R		M	M	R
OMM 640: Business Ethics and Social Responsibility	M	R			
OMM 618: Human Resources Management			M		M
BUS 670: Legal Environment		M			M

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Understand cultural and economic trends and contexts that influence organizational change.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS:** **1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**

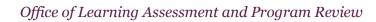| Direct Measure 1: CPC Comprehensive Exam – Business Ethics Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	898	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	643	647	643 out of 647 (99.38%) MA Organizational Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean =	1. EXCEEDS THE ACCEPTABLE TARGET

				620.5, Standard Deviation = 103.7).	
Direct Measure 3: OMM 640 Final Paper	80% of MA Organizational Management students must score 70% or higher on the final project and demonstrate understanding of cultural and economic trends and contexts that influence organizational change.	817	959	817 out of 959 (85.19%) MA Organizational Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored 80% or higher on the OMM 640 Final Project.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Course Survey	70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either "High Quality" or "Very High Quality." The three questions used to gauge student satisfaction include: • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor?	N/A	1038	A majority of MA Organizational Management students sampled upon completion of OMM 640 (N = 1038) indicated that they felt the course material (90.14%), course (90.72%), and instructor (86.96%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET

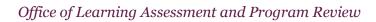|					
Indirect Measure 2: End of Program Survey	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The two items used will be: • The curriculum was relevant to my professional needs. • My instructors were well qualified to teach within their field of study.	846/834	925	91.46% of MA Organizational Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to their professional needs. 90.16% agreed or strongly agreed that their instructors were well qualified to teach within their field of study.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 3: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements:	N/A	39	52% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that to a great extent or to some	3. DOES NOT MEET THE ACCEPTABLE TARGET

• (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.		extent are currently using their Ashford degree in a related occupation. 81% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 92% of MA Organizational Management alumni who responded to the survey during the 2012-2013

				assessment cycle (N = 39) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	
Indirect Measure 4: Alumni Survey - 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	24	Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 83% of MA Organizational	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	
Indirect Measure 5: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities.	N/A	62/63	59.68% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 62) indicated that to a great extent or to some extent are currently using their Ashford	3. DOES NOT MEET THE ACCEPTABLE TARGET

• (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.			degree in a related occupation.

79.36% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

85.71% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that | |

				they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	

PLO 2 - Demonstrate skill in critical thinking, data interpretation, and decision making necessary for developing innovative, effective problem-solving strategies within organizational culture.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS:** **1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**
Direct Measure 1: CPC Comprehensive Exam - Legal Environment of Business Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	898	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional	2. MEETS THE ACCEPTABLE TARGET

				Aggregate Pool on the Legal Environment of Business section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	643	647	643 out of 647 (99.38%) MA Organizational Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 620.5, Standard Deviation = 103.7).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM 614 Final Paper	80% of MA Organizational Management students must score 70% or higher on the research paper and demonstrate understanding of critical think skills, data interpretation, and decision making.	1215	1481	1215 out of 1481 (82.04%) MA Organizational Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored	1. EXCEEDS THE ACCEPTABLE TARGET

				80% or higher on the OMM 614 Final Research Paper.	
Indirect Measure 1: End of Course Survey	70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either "High Quality" or "Very High Quality." The three questions used to gauge student satisfaction include: • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor?	N/A	1176	A majority of MA Organizational Management students sampled upon completion of OMM 614 (N = 1176) indicated that they felt the course material (85.46%), course (86.73%), and instructor (84.69%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The two items used will be: • The curriculum was relevant to my professional needs. • My instructors were well qualified to teach within their field of study.	846/834	925	91.46% of MA Organizational Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to their	1. EXCEEDS THE ACCEPTABLE TARGET

				professional needs. 90.16% agreed or strongly agreed that their instructors were well qualified to teach within their field of study.	
Indirect Measure 3: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	39	52% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 81% of MA Organizational Management alumni who responded to the survey during the 2012-2013	3. DOES NOT MEET THE ACCEPTABLE TARGET

| | | | | assessment cycle (N = 39) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

92% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals. | |
|---|---|---|---|---|---|

Indirect Measure 4: Alumni Survey - 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	24	Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 83% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that they believe that their Ashford degree was worth	3. DOES NOT MEET THE ACCEPTABLE TARGET

				the time commitment required to fulfill my educational goals.	
Indirect Measure 5: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	62/63	59.68% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 62) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 79.36% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or	3. DOES NOT MEET THE ACCEPTABLE TARGET

				strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 85.71% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	

PLO 3 - Communicate knowledge and ideas basic to creating teams, managing organizational processes, and developing managerial capabilities in others.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Management Section	MA Organizational Management students, on average, must score at or above the average in the PAS "Online Campus" and "Traditional Campus" Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	898	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and the same average as the Traditional	2. MEETS THE ACCEPTABLE TARGET

				Aggregate Pool on the Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	643	647	643 out of 647 (99.38%) MA Organizational Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 620.5, Standard Deviation = 103.7).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM 625 Final Paper	80% of MA Organizational Management students must score 70% or higher on the reflective paper and demonstrate understanding of how to communicate knowledge and ideas basic to creating teams, managing organizational processes, and developing managerial capabilities in others.	1227	1444	1227 out of 1444 (84.97%) MA Organizational Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored 80% or higher on	1. EXCEEDS THE ACCEPTABLE TARGET

				the OMM 625 Reflective Paper.	
Indirect Measure 1: End of Course Survey	70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either "High Quality" or "Very High Quality." The three questions used to gauge student satisfaction include: • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor?	N/A	1095	A majority of MA Organizational Management students sampled upon completion of OMM 625 (N = 1095) indicated that they felt the course material (84.38%), course (89.59%), and instructor (88.77%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The two items used will be: • The curriculum was relevant to my professional needs. • My instructors were well qualified to teach within their field of study.	846/834	925	91.46% of MA Organizational Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to their professional	1. EXCEEDS THE ACCEPTABLE TARGET

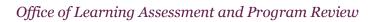|					
				needs. 90.16% agreed or strongly agreed that their instructors were well qualified to teach within their field of study.	
Indirect Measure 3: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	39	52% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 81% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle	3. DOES NOT MEET THE ACCEPTABLE TARGET

| | | | | (N = 39) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

92% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals. | |

| Indirect Measure 4: Alumni Survey - 37 Months Since Graduation | 70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement:

• (#6) – Are you currently using your Ashford degree in a related occupation?

70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements:

• (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities.
• (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. | N/A | 24 | Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

83% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that they believe that their Ashford degree was worth | 3. DOES NOT MEET THE ACCEPTABLE TARGET |

				the time commitment required to fulfill my educational goals.	
Indirect Measure 5: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	62/63	59.68% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 62) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 79.36% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or	3. DOES NOT MEET THE ACCEPTABLE TARGET

				strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.	
				85.71% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	

PLO 4 - Evaluate and apply resources and strategies that develop human capital and improve organizational performance.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business Integration and Strategic Management Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	898	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and below the average of the Traditional Aggregate Pool on the Business Integration and Strategic Management	3. DOES NOT MEET THE ACCEPTABLE TARGET

				section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	643	647	643 out of 647 (99.38%) MA Organizational Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 620.5, Standard Deviation = 103.7).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM618 Final Paper	80% of MA Organizational Management students must score 70% or higher on the research project and demonstrate understanding of applying resources and strategies that develop human capital and improve organizational performance.	1116	1355	1116 out of 1355 (82.36%) MA Organizational Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored 80% or higher on the OMM 618 Research Project.	1. EXCEEDS THE ACCEPTABLE TARGET

Indirect Measure 1: End of Course Survey	70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either "High Quality" or "Very High Quality." The three questions used to gauge student satisfaction include: • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor?	N/A	618	A majority of MA Organizational Management students sampled upon completion of OMM 618 (N = 1059) indicated that they felt the course material (88.67%), course (86.12%), and instructor (83.00%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The two items used will be: • The curriculum was relevant to my professional needs. • My instructors were well qualified to teach within their field of study.	846/834	925	91.46% of MA Organizational Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to their professional needs. 90.16% agreed or strongly	1. EXCEEDS THE ACCEPTABLE TARGET

				agreed that their instructors were well qualified to teach within their field of study.	
Indirect Measure 3: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	39	52% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 81% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or	3. DOES NOT MEET THE ACCEPTABLE TARGET

| | | | | strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

92% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals. | |
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| Indirect Measure 4: Alumni Survey - 37 | 70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: | N/A | 24 | Organizational Management alumni who responded to the | 3. DOES NOT MEET THE ACCEPTABLE TARGET |

| Months Since Graduation | • (#6) – Are you currently using your Ashford degree in a related occupation?

70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements:

• (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities.
• (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. | | | survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities.

83% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill | |

				my educational goals.	
Indirect Measure 5: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	62/63	59.68% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 62) indicated that to a great extent or to some extent are currently using their Ashford degree in a related occupation. 79.36% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that earning their degree from	3. DOES NOT MEET THE ACCEPTABLE TARGET

| | | | | Ashford University gives them the confidence to pursue new job opportunities.

85.71% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals. | |

PLO 5 - Implement effective leadership within a learning organization that reflects current social, corporate, and global perspectives.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

Direct Measure 1: CPC Comprehensive Exam - Business Leadership Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	898	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and below the average of the Traditional Aggregate Pool on the Business Leadership section of the Common Professional Component comprehensive exam.	3. DOES NOT MEET THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	643	647	643 out of 647 (99.38%) MA Organizational Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean =	1. EXCEEDS THE ACCEPTABLE TARGET

				620.5, Standard Deviation = 103.7).	
Direct Measure 3: BUS610 Final Paper	80% of MA Organizational Management students must score 70% or higher on the summary paper and demonstrate understanding of implementing effective leadership within a learning organization that reflects current social, corporate, and global perspectives.	1156	1462	1156 out of 1462 (79.07%) MA Organizational Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored 80% or higher on the BUS 610 Final Paper.	3. DOES NOT MEET THE ACCEPTABLE TARGET
Indirect Measure 1: End of Course Survey	70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either "High Quality" or "Very High Quality." The three questions used to gauge student satisfaction include: • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor?	N/A	1386	A majority of MA Organizational Management students sampled upon completion of BUS 610 (N = 1386) indicated that they felt the course material (90.26%), course (87.88%), and instructor (86.80%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET

Indirect Measure 2: End of Program Survey	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The two items used will be: • The curriculum was relevant to my professional needs. • My instructors were well qualified to teach within their field of study.	846/834	925	91.46% of MA Organizational Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to their professional needs. 90.16% agreed or strongly agreed that their instructors were well qualified to teach within their field of study.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 3: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or	N/A	39	52% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that to a great extent or to some	3. DOES NOT MEET THE ACCEPTABLE TARGET

	"Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.			extent are currently using their Ashford degree in a related occupation. 81% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 39) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 92% of MA Organizational Management alumni who responded to the survey during the 2012-2013	

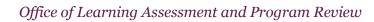|				
			assessment cycle (N = 39) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	
Indirect Measure 4: Alumni Survey - 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.	N/A	24	Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 83% of MA Organizational	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 24) indicated that they agree or strongly agree that they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	
Indirect Measure 5: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either "Yes - To a Great Extent" or "Yes – To Some Extent" to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either "Agree" or "Strongly Agree" to the following statements: • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities.	N/A	62/63	59.68% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 62) indicated that to a great extent or to some extent are currently using their Ashford	3. DOES NOT MEET THE ACCEPTABLE TARGET

	• (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals.			degree in a related occupation. 79.36% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that earning their degree from Ashford University gives them the confidence to pursue new job opportunities. 85.71% of MA Organizational Management alumni who responded to the survey during the 2012-2013 assessment cycle (N = 63) indicated that they agree or strongly agree that	

				they believe that their Ashford degree was worth the time commitment required to fulfill my educational goals.	

OVERALL RECOMMENDATIONS

In the MA Organizational Management program, students met or exceeded the acceptable and ideal targets for the assignment-based indirect measures for program learning outcomes (PLO) 1, 2, 3, and 4. The assignment-based indirect measure for PLO 5 (BUS 610) met or exceeded the acceptable target but did not meet the ideal target.

Student responses for the End of Course Survey (EOCS) tend to be positive based on the items addressed in the survey; quality of the course material, course and instructor. The results of the EOCS for MA Organizational Management students met or exceeded the acceptable and ideal targets for PLOs 1 and 5. In addition, PLOs 2, 3, 4 met or exceeded the acceptable target but did not meet the ideal target.

MA Organizational Management students met or exceeded the acceptable and ideal targets for the Overall CPC Exam score. The section scores of the CPC exam, that were selected as a measure of their respective PLOs, met or exceeded both the acceptable and ideal targets for PLO 1, 2, and 3. However, traditional schools outperformed Ashford University in the sections selected specific to PLO 4 and 5 (Business Integration and Strategic Management and Business Leadership respectively).
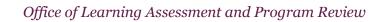
The End of Program Survey (EOPS) responses met or exceeded the acceptable and ideal targets based on responses specific to the following items: the curriculum was relevant to my professional needs, my instructors were prepared, and my instructors were well qualified within their program of study.

In the MA Organizational Management program, data for the Alumni Survey were available for those students responding to the survey 21 and 37 months after graduation. The results of the survey did not meet the acceptable or ideal targets. The results of the survey did not meet the acceptable or ideal targets because less than 70% of the students reported that they use their Ashford degree in a related occupation. In addition, the Alumni Survey results for students reporting 21 and 37 months after graduation did not meet the ideal target for having confidence in pursuing new job opportunities. For 37 months after graduation, the student response that an Ashford degree was worth the time commitment required to fulfill their educational goals was less than 85%.

In preparation for the 2013-14 assessment cycle, it is recommended that the Faculty perform an in-depth review of each program assessment plan (including measures used and targets set). In particular, Faculty may want to review targets set for assignments in courses using Waypoint, CPC Exam sections, and all survey measures to ensure that these targets remain appropriate and meaningful. In addition, further research may want to be conducted to determine the reasoning behind the results of the alumni survey.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO4	*The revised OMM 618 course guide, once the course revisions have been approved by the Executive Dean of the FSB. Faculty will then review and compare student learning outcome data related to student achievement of PLO 4 pre- and post-action.*	*The Academic Department Chair, full-time faculty, Program Manager, Curriculum Coordinator, and Assessment Analyst*	*Complete*	*October 2014*
Action Details	*Revise Written Assignments and Develop Waypoint Rubrics for OMM 618.*			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO1-5	*Updated/Revised Curriculum Map and/or Assessment Plan*	*Academic Department Chair, MAOM Program Chair, and Assessment Analyst*	*Complete*	*30 June 2014*
Action Details	*Revise Written Assignments and Develop Waypoint Rubrics for OMM 618.*			*Review Mapping and Targets in the MAOM*

		Assessment Plan