BACHELOR OF ARTS IN BUSINESS LEADERSHIP: ANNUAL ASSESSMENT PLAN & FINDINGS
2021-2022 ACADEMIC YEAR

2021 – 2022 CURRICULUM MAP

	PLO 1 Examine the influence of leadership, vision, and strategic planning in a variety of organizations and environments.	PLO 2 Assess the process of leading others in environments increasingly characterized by change and complexity.	PLO 3 Apply principles of human behavior and motivation to maximize use of human resources.	PLO 4 Analyze methods of organization change and development.	PLO 5 Evaluate the most recent tools and concepts emerging in management and leadership.
BUS 119: Principles of Personal & Organizational Leadership	I	I	I	I	I
BUS 250: Corporate and Social Responsibility	I	I	I	I	I
MGT 330: Management for Organizations	R	R	R		
BUS 318: Organizational Behavior	R	R	R	I	R
PSY 302: Industrial/Organizational Psychology	R	R	R	R	R
BUS 340: Business Communications			R		
COM 325: Communication and Conflict	R		R		
MGT 380: Leadership for Organizations	R	R	R	R	R
MGT 425: Leadership and Motivation	R		R		R

MGT 321: Assessing Leadership Skills	R	R	R	R	R
BUS 370: Organizational Development	R	R	R	M	R
MGT 440: Dark Side of Leadership	R	R	R	R	R
MGT 460: Leadership Priorities and Practice	M	M	M	M	M

I (INTRODUCED) R (REINFORCED) M (MASTERED)

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ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Examine the influence of leadership, vision, and strategic planning in a variety of organizations and environments.					
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

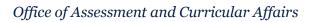|					
Direct Measure 1: CPC Comprehensive Exam - Business Leadership Section	BA Business Leadership students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=262, Mean=706, **Traditional:** 37020/560: **Online:** 38040/594	**UAGC:** N=262, Mean=706, **Traditional:** 37020/560: **Online:** 38040/594	On average BA Business Leadership students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Management 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.	262	262	262 out of 262 (100%) BA Business Leadership students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

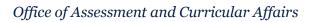| Direct Measure 3: MGT 380 Final Project	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	719	820	87.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Indirect Measure 1: End of Program Survey PLO1	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item to be used will be: • I effectively examined the influence of leadership, vision, and strategic planning in a variety of organizations and environments.	273	281	97.2% of BA Business Leadership students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively examined the influence of leadership, vision, and strategic planning in a variety of organizations and environments.	**1. EXCEEDS THE ACCEPTABLE TARGET**

PLO 2 - Assess the process of leading others in environments increasingly characterized by change and complexity.					
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 Communications Section	BA Business Leadership 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 Communications section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=262, Mean=756, **Traditional:** 7200/667: **Online:** 8370/683	**UAGC:** N=262, Mean=756, **Traditional:** 7200/667: **Online:** 8370/683	On average BA Business Leadership students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on	**2. MEETS THE ACCEPTABLE TARGET**

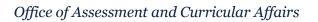|				the Business Communications section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	262	262	262 out of 262 (100%) BA Business Leadership students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 3: BUS 370 Final Paper	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	2164	2497	86.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Indirect Measure 1: End of Program Survey PLO2	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 item to be used will be: • I effectively assessed the process of leading	274	281	97.5% of BA Business Leadership students upon completion of the program during the 2021-22	**1. EXCEEDS THE ACCEPTABLE TARGET**

	others in environments increasingly characterized by change and complexity.			assessment cycle indicated that they agreed or strongly agreed that they effectively assessed the process of leading others in environments increasingly characterized by change and complexity.	

PLO 3 - Apply principles of human behavior and motivation to maximize use of human resources.					
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	BA Business Leadership 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.	**UAGC:** N=262, Mean=717, **Traditional:** 39390/548: **Online:** 43560/603	**UAGC:** N=262, Mean=717, **Traditional:** 39390/548: **Online:** 43560/603	On average BA Business Leadership students scored above the average of the Peregrine Academic Services Online Aggregate	**2. MEETS THE ACCEPTABLE TARGET**

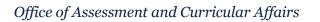|					
				Pool and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	262	262	262 out of 262 (100%) BA Business Leadership students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 3: MGT 425 Final Project	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	967	1056	91.6%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Indirect Measure 1: End of Program Survey PLO3	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 item to be used will	274	282	97.2% of BA Business Leadership students upon	**1. EXCEEDS THE ACCEPTABLE TARGET**

	be: • I effectively applied principles of human behavior and motivation to maximize use of human resources.			completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively applied principles of human behavior and motivation to maximize use of human resources.	

PLO 4 - Analyze methods of organization change and development.					
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	BA Business Leadership 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.	**UAGC:** N=262, Mean=741, **Traditional:** 41820/606: **Online:** 40650/613	**UAGC:** N=262, Mean=741, **Traditional:** 41820/606: **Online:** 40650/613	On average BA Business Leadership 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 Integration and Strategic	**2. MEETS THE ACCEPTABLE TARGET**

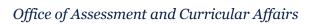|				Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% must score 400 or higher on the CPC comprehensive exam.	262	262	262 out of 262 (100%) BA Business Leadership students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 3: BUS370 Final Paper	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	2164	2497	86.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Indirect Measure 1: End of Program Survey PLO4	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 item to be used will be: • I effectively analyzed methods of organization change and development.	275	282	97.5% of BA Business Leadership students upon completion of the program during the 2021-22 assessment cycle	**1. EXCEEDS THE ACCEPTABLE TARGET**

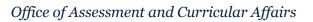|				indicated that they agreed or strongly agreed that they effectively analyzed methods of organization change and development.	

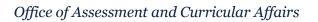| PLO 5 - Evaluate the most recent tools and concepts emerging in management and leadership.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE 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	BA Business Leadership 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.	**UAGC:** N=262, Mean=706, **Traditional:** 37020/560: **Online:** 38040/594	**UAGC:** N=262, Mean=706, **Traditional:** 37020/560: **Online:** 38040/594	On average BA Business Leadership 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 Leadership 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.	262	262	262 out of 262 (100%) BA Business Leadership students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

Direct Measure 3: CPC Comprehensive Exam – Management Section	BA Business Leadership 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 Management section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=262, Mean=720, **Traditional:** 41610/574: **Online:** 44400/606	**UAGC:** N=262, Mean=720, **Traditional:** 41610/574: **Online:** 44400/606	On average BA Business Leadership students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Management section of the Common Professional Component comprehensive exam.	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 4: MGT460 Final Paper	70% of BA Business Leadership students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	154	168	91.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Indirect Measure 1: End of Program Survey PLO5	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 item to be used will be: • I effectively evaluated the most recent tools	271	282	96.1% of BA Business Leadership students upon completion of the program during the 2021-22	**1. EXCEEDS THE ACCEPTABLE TARGET**

	and concepts emerging in management and leadership.			assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated the most recent tools and concepts emerging in management and leadership.	

OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Lead for the Bachelor of Arts in Business Leadership review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2022-2023 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 3	CPC Comprehensive Exam – Business Ethics Section	Program Lead, Core Faculty, Assessment	Not Started	Q1/Q2 2023
Action Details	The current measure does not align to PLO 3. The CPC Comprehensive Exam subject will be realigned to the Management section where Human Resources is tested once BUS303 is approved to be integrated in the core program requirements.(PR Action item)			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO3	Direct Measure 3 – MGT425 Final Project	Program Lead, Core Faculty, Assessment	Not Started	Q1/Q2 2023
Action Details	The current direct measure does not align to PLO3– realign to a direct measure within BUS303 when added to the core requirements for the degree. *(Governance item & PR Action Item)*			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO5	Program Learning Outcome	Program Lead, Core Faculty, Assessment	Not Started	Q1/Q2 2023
Action Details	PLO5 is inaccurate in its measurement as there are no emerging concepts and tools in management and leadership discussed in any of the courses, as a consequence this PLO will be removed and a new PLO created to align and include leadership styles, maintaining the current CPC direct measurement			

	tests that include leadership and management, but with the subtopic Operations/Production Management removed from testing within the Management section of the CPC and remapped. *(Governance and PR Action item)*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO5	**Direct Measure 5**	*Program Lead, Core Faculty, Assessment*	**Not Started**	**Q1/Q2 2023**
Action Details	*With the creation of a new PLO five the addition of a direct measure aligned to the paper/journal in MGT 321 is required and remapped.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO1-5	**BUS340**	*Program Lead, Core Faculty, Assessment*	**Not Started**	**Q2 2023**
Action Details	*BUS340 Business Communications only reinforces PLO3 and is currently being revised 12/2022 – once the revision is complete reassess the new course mapping to the PLO's.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO1-5	***Continued levels of student achievement on all PLOs.***	*Program Lead, Core Faculty, Assessment*	**Not Started**	**Q2/3 2023**
Action Details	*Because all targets were met for all CPC mapped sections, increase the target by 50 points to equal exceeds the acceptable target as an additional layer of achievement as currently you can only meet the target but not exceed it. For the CPC comprehensive exam score increase the target to 500 or higher from the current 400 or higher to equal exceeds the acceptable target with 400 to 499 meeting the acceptable target. (PR Action Item)*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO1-5	**PSY302**	*Program Lead, Core Faculty, Assessment*	**Not Started**	**Q3 2023**

Action Details	*Remove PSY302and its' mapping as it is misaligned in the course to the PLOs with very little content on topics tested within the CPC and will be replaced.(PR Action Item)*			

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO1-5	*Direct Measures Mapped (Final Course Project) and Indirect Measure (End of Program Survey)*	*Program Lead, Core Faculty, Assessment*	*Not Started*	*Q1/Q2 2023*

Action Details	*Both the direct measures mapped to final course projects and the end of program survey target percentage is 70% of students and should be increased to 80% of students to receive a proficient or distinguished evaluation on the direct measure final project, and agree or strongly agree on the end of program survey.*			

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO6	*CPC, Direct and Indirect Measures*	*Program Lead, Core Faculty, Assessment*	*Not Started*	*Q3/4 2023*

Action Details	*To address the lack of oral communication and global/intercultural fluency as noted in the ILO, DQP, NACE, and IACBE comparisons, along with the peer institution's PLOs (UAGC was the only institution that did not have a PLO reflecting leadership applied to diversity and diverse environments, global contacts/mindset or ethics), consider adding a PLO and course to include these and include in the assessment plan with mapping to the CPC, direct and indirect measures – to be determined. (Governance and PR Action item)*			