

BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2020-2021 ACADEMIC YEAR

2020– 2021 CURRICULUM MAP							
	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6	
	Examine one's personal leadership style and determine its appropriateness to various organizational situations.	Formulate management-level decisions within the organizational framework.	Formulate strategies for effective team development.	Analyze alternative solutions for complex business problems.	Compare and contrast individual characteristics that influence work behaviors and organizational effectiveness.	Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.	
BUS 119: Principles of Personal & Organizational Leadership	I			I	I		
BUS 250: Corporate and Social Responsibility		I				I	
MGT 330: Management for Organizations	R	R	I	R			
ACC 208: Accounting for Managers		I		ı			
MGT 380: Leadership for Organizations	R		R		R	R	
BUS 330: Principles of Marketing	R	R		R			
BUS 318: Organizational Behavior			R		R	R	

$O\!f\!f\!i\!ce\ of\ Assessment\ and\ Curricular\ A\!f\!f\!airs$



BUS 340: Business Communication						R
MGT 435: Organizational Change		R			R	R
BUS 303: Human Resources Management	R			R		
BUS 311: Business Law		R		R		R
BUS 370: Organizational Development			R		R	
MGT 450: Strategic Planning for Organizations	M	M	M	M	M	М

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

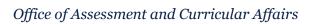


ANNUAL ASSESSMENT PLAN FINDINGS PLO 1 - Examine one's personal leadership style and determine its appropriateness to various organizational situations. **MEASURE ACCEPTABLE TARGET TOTAL NUMBER** TOTAL **ASSESSMENT ASSESSMENT OF STUDENT NUMBER OF RESULTS: RESULTS: RECORDS STUDENT PERCENTAGE OF** 1. EXCEEDS THE **RECORDS** MEETING **ACCEPTABLE STUDENT ACCEPTABLE OBSERVED RECORDS TARGET TARGET MEETING** 2. MEETS THE **ACCEPTABLE ACCEPTABLE TARGET TARGET** 3. DOES NOT MEET THE ACCEPTABLE **TARGET** 4. INSUFFICIENT DATA





Direct Measure 1: CPC Comprehensive Exam – Business Leadership Section	BA 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.	UAGC: N=506, Mean=713, Traditional: 36060/549: Online: 37710/583	UAGC: N=506, Mean=713, Traditional: 36060/549: Online: 37710/583	On average BA 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 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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET

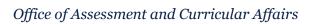




Direct Measure 3: MGT 380 Final Project	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2961	3672	2961 out of 3672 (80.64%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	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 one's personal leadership style and determined its appropriateness to various organizational situations.	437	451	96.90% of BA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively examined my personal leadership style and determined its appropriateness to various	1. EXCEEDS THE ACCEPTABLE TARGET



				organizational situations.	
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	BA 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.	UAGC: N=506, Mean=711, Traditional: 40020/559: Online: 43680/596	UAGC: N=506, Mean=711, Traditional: 40020/559: Online: 43680/596	On average BA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the	2. MEETS THE ACCEPTABLE TARGET





				Traditional 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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT 435 Final Project	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2072	2445	2072 out of 2445 (84.74%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this	1. EXCEEDS THE ACCEPTABLE TARGET





				PLO at the Reinforced level.	
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 formulated management-level decisions within the organizational framework.	438	448	97.77% of BA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated management-level decisions within the organizational framework.	1. EXCEEDS THE ACCEPTABLE TARGET



PLO 3 - Formulate stra	itegies for effective team 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	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 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.	UAGC: N=506, Mean=713, Traditional: 36060/549: Online: 37710/583	UAGC: N=506, Mean=713, Traditional: 36060/549: Online: 37710/583	On average BA 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	2. MEETS THE ACCEPTABLE TARGET



				the Business Leadership 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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 370 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3361	4081	3361 out of 4081 (82.36%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET





Indirect Measure 1:	70% or more of students exiting the program	432	445	97.08% of BA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of			Organizational	ACCEPTABLE TARGET
PLO3	Program Survey by indicating either "Agree"			Management	
	or "Strongly Agree." The item to be used will			students upon	
	be:			completion of the	
	I effectively formulated strategies for			program during	
	effective team development.			the 2020-21	
				assessment cycle	
				indicated that they	
				agreed or strongly	
				agreed that they	
				effectively	
				formulated	
				strategies for	
				effective team	
				development.	



PLO 4 - Analyze altern	ative solutions for complex business proble	ms.			
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 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.	UAGC: N=506, Mean=744, Traditional: 40050/590: Online: 40260/613	UAGC: N=506, Mean=744, Traditional: 40050/590: Online: 40260/613	On average, BA 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 Integration and Strategic Management	2. MEETS 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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: MGT450 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2474	5218	2474 out of 5218 (47.41%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	3. DOES NOT MEET THE ACCEPTABLE TARGET





Indirect Measure 1:	70% or more of students exiting the program	428	451	94.90% of BA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of	0	.01	Organizational	ACCEPTABLE TARGET
PLO4	Program Survey by indicating either "Agree"			Management	
	or "Strongly Agree." The item to be used will			students upon	
	be:			completion of the	
	I effectively analyzed solutions for complex			program during	
	business problems.			the 2020-21	
				assessment cycle	
				indicated that they	
				agreed or strongly	
				agreed that they	
				effectively	
				analyzed solutions	
				for complex	
				business problems.	



PLO 5 - Compare and	contrast individual characteristics that influ	ence work behavi	ors and organizat	tional effectiveness.	
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 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 Communications section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=506, Mean=761, Traditional: 4410/656 Online: 6420/679	UAGC: N=506, Mean=761, Traditional: 4410/656 Online: 6420/679	On average BA 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	2. MEETS THE ACCEPTABLE TARGET



				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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS318 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	339	458	339 out of 458 (74.02%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	2. MEETS THE ACCEPTABLE TARGET





Indirect Measure 1:	70% or more of students exiting the program	423	444	95.27% of BA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of	1.23		Organizational	ACCEPTABLE TARGET
PLO5	Program Survey by indicating either "Agree"			Management	
	or "Strongly Agree." The item to be used will			students upon	
	be:			completion of the	
	I effectively compared and contrasted			program during	
	individual characteristics that influence work			the 2020-21	
	behaviors and organizational effectiveness.			assessment cycle	
				indicated that they	
				agreed or strongly	
				agreed that they	
				effectively	
				compared and	
				contrasted	
				individual	
				characteristics that	
				influence work	
				behaviors and	
				organizational	
				effectiveness.	

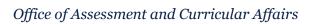


PLO 6 - Analyze the im MEASURE	pact of social problems on the workplace a ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING	TOTAL NUMBER OF STUDENT RECORDS	ASSESSMENT RESULTS: PERCENTAGE OF	ASSESSMENT RESULTS: 1. EXCEEDS THE
		ACCEPTABLE TARGET	OBSERVED	STUDENT RECORDS MEETING ACCEPTABLE TARGET	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 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.	UAGC: N=506, Mean=730, Traditional: 39390/548 Online: 42840/587	UAGC: N=506, Mean=730, Traditional: 39390/548 Online: 42840/587	On average BA 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.	500	506	500 out of 506 (98.81%) BA Organizational Management students from July 1, 2020 to June 30, 2021 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET





Direct Measure 3: BUS250 Final Paper	70% of Bachelor of Arts in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3569	3940	3569 out of 3940 (90.58%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO6	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 the impact of social problems on the workplace at the individual, group, organizational and societal levels.	427	443	96.39% of BA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels.	1. EXCEEDS THE ACCEPTABLE TARGET



OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Lead for the Bachelor of Arts in Organizational Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2021-2022 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

It is also recommended to review MGT450, W5 assignment, as the target for PLO4 was not met.

	ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT						
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION			
	Direct Measure 3:						
PLO 4	MGT450 Final Paper	Conni Whitten	Completed	2-4-2020			
Action Details	Review u	pdated assessment data on u	odated course assignment by 11	-30-21			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION			
	Direct Measure 3:						
PLO 5		James Jeremiah	Completed	2-9-2021			
	BUS318 Final Paper						
Action Details	Review u	<u>, </u>	dated course assignment by 12-				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION			
PLO 1- 6	All	James Jeremiah/Conni Whitten	In Process	1-31-2022			
Action Details	Review th	e alignment of the CPC Section	ns concurrent with the Program	Review			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION			
PLO 1- 6	All	James Jeremiah/Conni Whitten	In Process	1-31-2022			
Action Details	Review Rubrics and scaffolding of all major courses concurrent with Program Review						