MASTER OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2020-2021 ACADEMIC YEAR
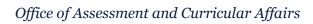
2020– 2021 CURRICULUM MAP

	PLO 1 Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	PLO 2 Analyze common behavioral factors that are present in organizations.	PLO 3 Analyze the factors that shape the legal environment of an organization.	PLO 4 Develop processes and policies to manage human capital in organizations.	PLO 5 Evaluate the importance of ethics and corporate social responsibility.	PLO 6 Develop a framework of analysis for strategic planning.
BUS 600: Management Communications with Technology Tools	I	I	I			
MGT 601: The Functions of Modern Management	R	R		R	I	I
BUS 610: Organizational Behavior		R				
BUS 670: Legal Environment			M		R	
OMM 615: Strategies: Marketing/Advertising/Public Relations				R		R
OMM 618: Human Resources Management	R		R	M		
OMM 622: Financial Decision Making				R		R
OMM 640: Business Ethics and Social Responsibility					M	
OMM 612: Managing and Social Change		R		R		

BUS 644: Operations Management	R					R
OMM 692: Organizational Management Strategy	M	M		M		M

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

ANNUAL ASSESSMENT PLAN FINDINGS

PLO 1 - Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.

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

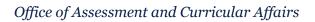|					
Direct Measure 1: CPC Comprehensive Exam – Management Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=249, Mean=685, **Traditional:** 7770/587: **Online:** 30720/599	**UAGC:** N=249, Mean=685, **Traditional:** 7770/587: **Online:** 30720/599	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 Management section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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 600 Research Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	56	60	56 out of 60 (93.33%) 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
Direct Measure 4: MGT 601 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1704	1970	1704 out of 1970 (86.50%) 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 used will be: • I effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	236	253	93.28% of MA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	1. EXCEEDS THE ACCEPTABLE TARGET

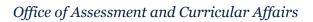| PLO 2 - Analyze common behavioral factors that are present in organizations.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 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.	**UAGC:** N=249, Mean=704, **Traditional:** 7740/622: **Online:** 29430/633	**UAGC:** N=249, Mean=704, **Traditional:** 7740/622: **Online:** 29430/633	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	2. MEETS THE ACCEPTABLE TARGET

				section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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 610 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3066	3341	3066 out of 3341 (91.77%) 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 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 used will be: • I effectively analyzed common behavioral factors that are present in organizations.	240	253	94.86% of MA 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 common behavioral factors that are present in organizations.	1. EXCEEDS THE ACCEPTABLE TARGET

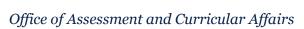| PLO 3 - Analyze the factors that shape the legal environment of an organization.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**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.	**UAGC:** N=249, Mean=728, **Traditional:** 4890/589: **Online:** 22290/611	**UAGC:** N=249, Mean=728, **Traditional:** 4890/589: **Online:** 22290/611	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	2. MEETS THE ACCEPTABLE TARGET

				the Legal Environment of Business section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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 670 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2517	2964	2517 out of 2964 (84.92%) 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 Mastered level.	
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 used will be: • I effectively analyzed the factors that shape the legal environment of an organization.	242	258	93.80% of MA 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 factors that shape the legal environment of an organization.	1. EXCEEDS THE ACCEPTABLE TARGET

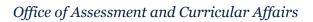| PLO 4 - Develop processes and policies to manage human capital in organizations.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business 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.	**UAGC:** N=249, Mean=735, **Traditional:** 6270/629: **Online:** 25890/633	**UAGC:** N=249, Mean=735, **Traditional:** 6270/629: **Online:** 25890/633	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 Leadership section of the Common Professional	2. MEETS THE ACCEPTABLE TARGET

				Component comprehensive exam	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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: OMM618 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2456	2852	2456 out of 2852 (86.12%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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 used will be: • I effectively developed processes and policies to manage human capital in organizations.	233	254	91.73% of MA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively developed processes and policies to manage human capital in organizations.	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 5 - Evaluate the importance of ethics and corporate social responsibility.					
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.	**UAGC:** N=249, Mean=704, **Traditional:** 7740/622: **Online:** 29430/633	**UAGC:** N=249, Mean=704, **Traditional:** 7740/622: **Online:** 29430/633	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% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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: OMM640 Final Project	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	412	523	412 out of 523 (78.78%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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 used will be: • I effectively evaluated the importance of ethics and corporate social responsibility.	240	255	94.12% of Master of Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they effectively evaluated the importance of ethics and corporate social responsibility.	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 6 - Develop a framework of analysis for strategic planning.

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 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 Leadership section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=249, Mean=702, **Traditional:** 8040/619: **Online:** 30720/617	**UAGC:** N=249, Mean=702, **Traditional:** 8040/619: **Online:** 30720/617	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	2. MEETS THE ACCEPTABLE TARGET

				the Business Integration and Strategic Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	244	249	244 out of 249 (97.99%) Master of Arts in 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: OMM615 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2784	3634	2784 out of 3634 (76.61%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria	1. EXCEEDS THE ACCEPTABLE TARGET

				mapped to this PLO at the Reinforced level.	
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 used will be: • I effectively developed a framework of analysis for strategic planning.	242	255	94.90% of MA Organizational Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively developed a framework of analysis for strategic planning.	1. EXCEEDS THE ACCEPTABLE TARGET

OVERALL RECOMMENDATIONS

As all targets were met, it is recommended that the Program Lead for the Master 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.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLOs 1-6	BUS661, OMM695	The Program Lead	TBD	2021-2022 Assessment cycle.
Action Details	*Create a study guide for MAOM students to use before taking the CPC exam. Place the study guide in BUS661 and in OMM695.*			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLOs 1-6	MGT601, BUS661 and OMM695	The Program Lead	TBD	2021-2022 Assessment cycle.
Action Details	*Creation of a video to be placed in select courses to explain preparation for the CPC Exam. In MGT 601, BUS661, OMM695. PLO1-6.*			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1	MGT601	The Program Lead	TBD	2021-2022 Assessment cycle.
Action Details	*Perform rubric calibration on MGT601. PLO1.*			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLOs 1-6	CPC	The Program Lead	TBD	2021-2022 Assessment cycle.
Action Details	*Review CPC section for alignment with the PLOs.*			