

BACHELOR OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2023-2024 ACADEMIC YEAR

2023– 2024 CURRICULUM MAP

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

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

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 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=503 Mean=758 Traditional: N=37320 Mean=589 Online: N=45480 Mean=625	UAGC: N=503 Mean=758 Traditional: N=37320 Mean=589 Online: N=45480 Mean=625	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	1549	1723	1549 out of 1723 (89.90%) 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: <ul style="list-style-type: none"> • I effectively examined one's personal leadership style and determined its appropriateness to various organizational situations. 	470	489	96.11% of BA Organizational Management students upon completion of the program during the 2023-24 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.	
PLO 2 - Formulate management-level decisions within the organizational framework.					
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=503 Mean=755 Traditional: N=43290 Mean=608 Online: N=53340 Mean=643	UAGC: N=503 Mean=755 Traditional: N=43290 Mean=608 Online: N=53340 Mean=643	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	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	1302	1443	1302 out of 1443 (90.23%) 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 to be used will be: •I effectively formulated management-level decisions within the organizational framework.	477	495	96.36% of BA Organizational Management students upon completion of the program during the 2023-24 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
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PLO 3 - Formulate strategies 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=503 Mean=758 Traditional: N=37320 Mean=589 Online: N=45480 Mean=625	UAGC: N=503 Mean=758 Traditional: N=37320 Mean=589 Online: N=45480 Mean=625	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	3864	4329	3864 out of 4329 (89.26%) 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 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 be: • I effectively formulated strategies for effective team development.	470	490	95.92% of BA Organizational Management students upon completion of the program during the 2023-24 assessment cycle indicated that they agreed or strongly agreed that they effectively formulated strategies for effective team development.	1. EXCEEDS THE ACCEPTABLE TARGET
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PLO 4 - Analyze alternative solutions for complex business problems.					
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=503 Mean=773 Traditional: N=42390 Mean=629 Online: N=47340 Mean=653	UAGC: N=503 Mean=773 Traditional: N=42390 Mean=629 Online: N=47340 Mean=653	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	2208	3108	2208 out of 3108 (71.04%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	2. MEETS 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: <ul style="list-style-type: none">• I effectively analyzed solutions for complex business problems.	471	492	95.73% of BA Organizational Management students upon completion of the program during the 2023-24 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed solutions for complex business problems.	1. EXCEEDS THE ACCEPTABLE TARGET
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PLO 5 - Compare and contrast individual characteristics that influence work behaviors and organizational 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=503 Mean=806 Traditional: N=15510 Mean=686 Online: N=19380 Mean=693	UAGC: N=503 Mean=806 Traditional: N=15510 Mean=686 Online: N=19380 Mean=693	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	1145	1486	1145 out of 1486 (77.05%) 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 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: <ul style="list-style-type: none"> • I effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness. 	472	491	96.13% of BA Organizational Management students upon completion of the program during the 2023-24 assessment cycle indicated that they agreed or strongly agreed that they effectively compared and contrasted individual characteristics that influence work behaviors and organizational effectiveness.	1. EXCEEDS THE ACCEPTABLE TARGET
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PLO 6 - Analyze the impact of social problems on the workplace at the individual, group, organizational, and societal levels.					
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 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=503 Mean=750 Traditional: N=42390 Mean=602 Online: N=51690 Mean=637	UAGC: N=503 Mean=750 Traditional: N=42390 Mean=602 Online: N=51690 Mean=637	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.	502	503	502 out of 503 (99.80%) BA Organizational Management students from July 1, 2023, to June 30, 2024, 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.	155	208	155 out of 208 (74.52%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	2. MEETS 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: <ul style="list-style-type: none"> • I effectively analyzed the impact of social problems on the workplace at the individual, group, organizational and societal levels. 	471	490	96.12% of BA Organizational Management students upon completion of the program during the 2023-24 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 2024-2025 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 1-6	Continue to monitor student learning outcomes data.	Program Lead, Stephanie Heald-Fisher	In progress.	2024/2025 Assessment Cycle
Action Details	Review the assessment plan (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2024-2025 assessment cycle.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1, 5	All Measures and Curriculum Map	Stephanie Heald-Fisher	In Progress	2024/2025 Assessment Cycle
Action Details	Assess if the PLO changes for IACBE effect the mapping and measures in the assessment plan, this is necessary to ensure student learning is still being achieved. If changes are needed this will impact the 2024/2025 assessment cycle.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 2	Direct Measure 3: MGT435 Final Paper	Stephanie Heald-Fisher	In Progress	2024/2025 Assessment Cycle
Action Details	MGT435 Organizational Change assignments and rubrics were recently revised, monitor data post revision to ensure student learning is still being achieved.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
PLO 1-6	Direct Measure CPC Sections	Stephanie Heald-Fisher	In progress	2024/2025 assessment cycle
Action Details	Assess the alignment for the Peregrine CPC sections. Each PLO should align with a topic for the CPC exam, adjusting these areas will highlight the need to align sections per PLO for meaningful student learning.			