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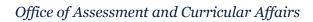## 2023-2024 ACADEMIC YEAR

2023 – 2024 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	
BUS 661: Leading Organizational Change		R		R		

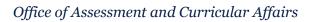|						
BUS 638: International Business	R		R		R	R
MGT 602: Conflict Resolution Strategies	R	R		R	R	
OMM 695: The Dynamics of Teamwork	M	M	M	M	M	M

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=410 Mean=719 **Traditional:** N=3270 Mean=571 **Online:** N=15960 Mean=543	**UAGC:** N=410 Mean=719 **Traditional:** N=3270 Mean=571 **Online:** N=15960 Mean=543	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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**

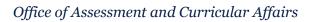|					
Direct Measure 3: BUS 600 Research Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	16	16	16 out of 16 (100.00%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: OMM 695 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1415	1493	1415 out of 1493 (94.78%) 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 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. | 377 | 394 | 95.69% of MA Organizational Management students upon completion of the program during the 2023-24 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** |

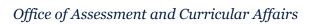| PLO 2 - Analyze common behavioral factors that are present in organizations.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 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=410 Mean=735 **Traditional:** N=4050 Mean=634 **Online:** N=16350 Mean=588	**UAGC:** N=410 Mean=735 **Traditional:** N=4050 Mean=634 **Online:** N=16350 Mean=588	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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 610 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1223	1320	1223 out of 1320 (92.65%) 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.	379	394	96.19% of MA 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 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=410 Mean=758 **Traditional:** N=3150 Mean=617 **Online:** N=13500 Mean=559	**UAGC:** N=410 Mean=758 **Traditional:** N=3150 Mean=617 **Online:** N=13500 Mean=559	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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 670 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1330	1559	1330 out of 1559 (85.31%) 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.	370	394	93.91% of MA 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 factors that shape the legal environment of an organization.	**1. EXCEEDS THE ACCEPTABLE TARGET**

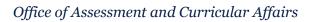| PLO 4 - Develop processes and policies to manage human capital in organizations.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE 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=410 Mean=751 **Traditional:** N=3150 Mean=608 **Online:** N=15000 Mean=587	**UAGC:** N=410 Mean=751 **Traditional:** N=3150 Mean=608 **Online:** N=15000 Mean=587	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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: OMM618 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	551	590	551 out of 590 (93.39%) 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. | 373 | 394 | 94.67% of MA Organizational Management students upon completion of the program during the 2023-24 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** |

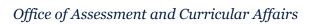| PLO 5 - Evaluate the importance of ethics and corporate social responsibility.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 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=410 Mean=735 **Traditional:** N=4050 Mean=634 **Online:** N=16350 Mean=588	**UAGC:** N=410 Mean=735 **Traditional:** N=4050 Mean=634 **Online:** N=16350 Mean=588	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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**

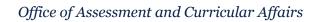| Direct Measure 3: OMM640 Final Project	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1247	1401	1247 out of 1401 (89.01%) of records evaluated indicate proficient or distinguished performance 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.	379	394	96.19% of Master of Organizational Management students upon completion of the program during the 2023-24 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=410 Mean=721 **Traditional:** N=4410 Mean=599 **Online:** N=15030 Mean=557	**UAGC:** N=410 Mean=721 **Traditional:** N=4410 Mean=599 **Online:** N=15030 Mean=557	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.	406	410	406 out of 410 (99.02%) Master of Arts in 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: OMM 695 Final Paper	70% of Master's in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1415	1493	1415 out of 1493 (94.78%) 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 Mastered 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.	373	394	94.67% of MA Organizational Management students upon completion of the program during the 2023-24 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 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	Direct Measure 3	Stephanie Heald-Fisher	In progress	2024/2025 Assessment Cycle
Action Details	Remove direct measure BUS600. There are two assignment measures for PLO 1, PLO 2-6 have one assignment measure, this is necessary to have a consistent and accurate assessment plan.			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO 6	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 5	Direct Measure: OMM640	Stephanie Heald-Fisher	In Progress	2024/2025 Assessment Cycle
Action Details	OMM640 Business Ethics and Social Responsibility 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.			