

**Northwestern**

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OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2014-2015  
ASSESSMENT REPORT**

Issued: Spring 2016

The Division of Business faculty decided effective in AY 2014-2015 the Peregrine Academic Services Assessment Test (PAS) would replace the Major Field Test (MFT). The faculty believed that the PAS provided many benefits that the MFT did not. Among these benefits is having the raw data to be able to analyze, assessing the ACBSP Common Professional Component, breadth of outside benchmarking opportunities and the pretest/posttest model. (See Appendix 1 for more discussion of the decision.) Because of the change in the program assessment test, several of the measures regarding the program outcomes were changed. This has resulted in only two points of data available from PAS testing.

Because the change in assessment test would require changing some of the benchmarks and targets, the Division of Business faculty decided that an entire review of the assessment plan would be appropriate. An ad hoc committee was formed to review the program outcomes and assessment. The ad hoc committee made recommendations to the Division of Business faculty. The faculty unanimously adopted a new Assessment Plan effective with the 2014-2015 academic year.

As a result of the changes, many assessment measures only have only one or two data points (Fall 2014 and/or Spring 2015). The program outcomes and measurements that were not changed will have more data points.

**Program Outcomes for All Division of Business**

**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

**Measure 1**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
60% of the students will score above the 50 <sup>th</sup> percentile on the PAS	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<p>The graph displays two data series: '% At or above 50th Percentile' (blue line with diamond markers) and 'Target' (red horizontal line with square markers). The Y-axis ranges from 0% to 70% in 10% increments. The X-axis has two points: F14 and SP15. The blue line starts at approximately 26% for F14 and rises to approximately 38% for SP15. The red target line is constant at 60%.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>% At or above 50th Percentile</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~26%</td> <td>60%</td> </tr> <tr> <td>SP15</td> <td>~38%</td> <td>60%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	F14	~26%	60%	SP15	~38%	60%
Year	% At or above 50th Percentile	Target												
F14	~26%	60%												
SP15	~38%	60%												

**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

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**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above the ACBSP Region 6 institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Data for Performance Trend Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~48</td> <td>~48</td> </tr> <tr> <td>SP15</td> <td>~46</td> <td>~48</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	~48	~48	SP15	~46	~48
Year	NWOSU	Target												
F14	~48	~48												
SP15	~46	~48												

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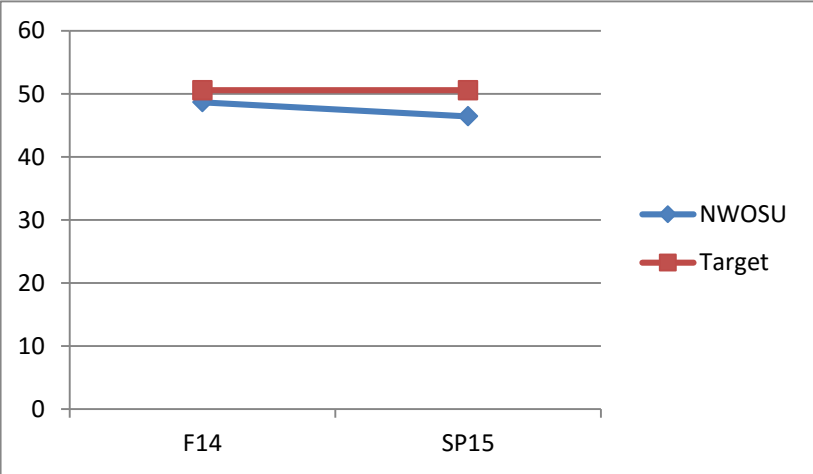
**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all ACBSP institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>46</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	48	50	SP15	46	50
Year	NWOSU	Target												
F14	48	50												
SP15	46	50												

**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

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**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all publicly owned institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	 <table border="1" data-bbox="1115 435 1923 906"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>46</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	48	50	SP15	46	50
Year	NWOSU Score	Target Score												
F14	48	50												
SP15	46	50												

**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

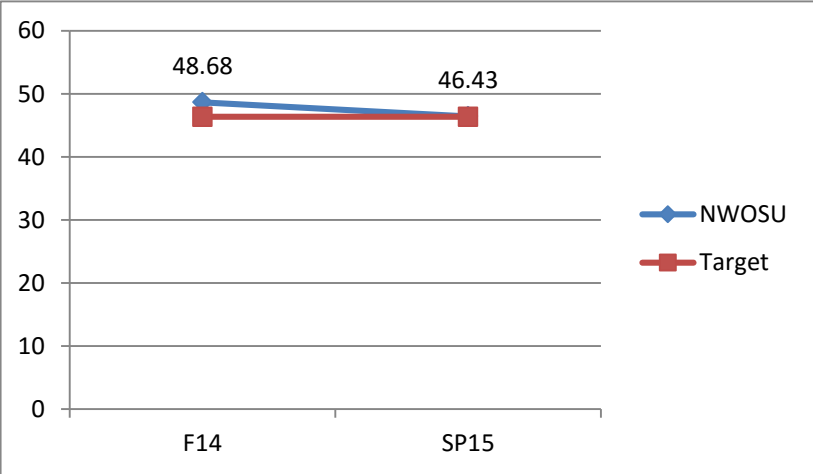
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all US institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Mean PAS Score and Target</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>49</td> <td>51</td> </tr> <tr> <td>SP15</td> <td>47</td> <td>51</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	49	51	SP15	47	51
Year	NWOSU Score	Target Score												
F14	49	51												
SP15	47	51												

**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

**Measure 6**

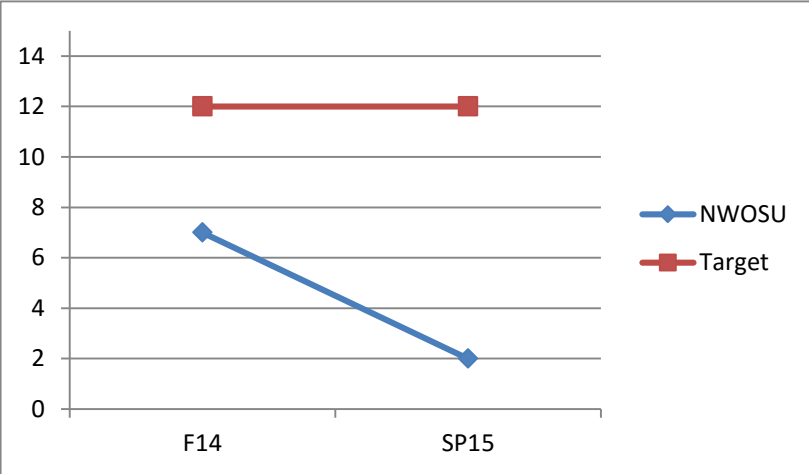
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	 <p>The graph displays the mean PAS score for NWOSU and the target score across two assessment periods: F14 and SP15. The y-axis represents the score, ranging from 0 to 60. The x-axis shows the assessment periods. NWOSU's score starts at 48.68 in F14 and decreases to 46.43 in SP15. The target score is consistently around 46.5 for both periods.</p> <table border="1"> <thead> <tr> <th>Assessment Period</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>~46.5</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>~46.5</td> </tr> </tbody> </table>	Assessment Period	NWOSU Score	Target Score	F14	48.68	~46.5	SP15	46.43	~46.5
Assessment Period	NWOSU Score	Target Score												
F14	48.68	~46.5												
SP15	46.43	~46.5												



**1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.**

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

**Measure 7**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
In 12 CPC indicators collectively at or above median score	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	 <table border="1" data-bbox="1115 435 1919 906"> <caption>Performance Data for Measure 7</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>7</td> <td>12</td> </tr> <tr> <td>SP15</td> <td>2</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	7	12	SP15	2	12
Year	NWOSU	Target												
F14	7	12												
SP15	2	12												

**Program Outcomes for All Division of Business**

**2. Graduating students should have well developed communication skills.**

During GBUS 3753 Business Research students will prepare and make a presentation that will be assessed based on a faculty-approved rubric.

**Measure 1**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	<p>Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)</p> <p>Direct Formative Internal</p>	Performance is below target.	<p>Two semesters of data are insufficient for meaningful analysis.</p> <p>After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.</p> <p>The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p align="center"><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>59</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>79</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	59	80	SP15	79	80
Year	NWOSU	Target												
F14	59	80												
SP15	79	80												

**Program Outcomes for All Division of Business**

**2. Graduating students should have well developed communication skills.**

During MGMT 4343 *Cross-Cultural Management* students will prepare a research report using proper written communication skills based on a rubric.

**Measure 2**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Papers were assessed using the Written Communication Assessment Rubric (Plan Attachment 2)  Direct Formative Internal	Performance is above target.	This measure was added to the Assessment Plan in AY 2014-15.  Two semesters of data are insufficient for meaningful analysis.  As the class is taught every semester, after AY 2015-2016 an analysis of the results to identify potential trends and issues will be made.	This measure was introduced in AY 2014-2015 because there was no formative assessment of the SLO. This action was appropriate to better assess student development	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>94</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	94	80	SP15	100	80
Year	NWOSU	Target												
F14	94	80												
SP15	100	80												

**Program Outcomes for All Division of Business**

**2. Graduating students should have well developed communication skills.**

During MGMT 4433 *Business Policy* students will prepare a detailed case analysis using proper written communication skills based on a rubric.

**Measure 3**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Detailed analyses were assessed using the Written Communication Assessment Rubric (Plan Attachment 2)  Direct Summative Internal	Performance is below target.	The rubric for measuring this learning outcome was just introduced in AY 2014-2015. Therefore, there is not sufficient data from this measure to make any conclusions.  However, based on prior assessment of written communication skills, it was determined that written communication skills were not being introduced to students. In AY 2015-2016 a new required course was added to the Business and Accounting curricula – Business Environment. In that class business writing skills are introduced to the students.	Because Business Environment was introduced in AY 2015-2016, it will be AY 2017-2018 before any meaningful data will be available to assess the success of this action.	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Term</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>55</td> <td>80</td> </tr> </tbody> </table>	Term	NWOSU	Target	F14	45	80	SP15	55	80
Term	NWOSU	Target												
F14	45	80												
SP15	55	80												

**Program Outcomes for All Division of Business**

**2. Graduating students should have well developed communication skills.**

During MGMT 4433 *Business Policy* course the students will prepare and make a presentation that will be assessed based on a faculty-developed rubric.

**Measure 3**

		<b>Analysis of Results</b>																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Stockholder presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)  Direct Summative Internal	Throughout the observation period, the goal has been met.  AY 2014-2015 scores dropped to minimum competency level.	The assessment for this outcome provided data that demonstrated that students exceeded or met the expected level of assessment for communication skills.  In AY 2014-2015 the rubric for evaluating SLO. was changed because the prior rubric was not discriminating enough to facilitate continuous improvement.  After AY 2016-2017 (when four data points are available) the faculty will examine the data for trends and issues.	Changing the rubric appears to result in new more beneficial data to analyze for continuous improvement.	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY 2010-11</td> <td>92</td> <td>80</td> </tr> <tr> <td>AY 2011-12</td> <td>98</td> <td>80</td> </tr> <tr> <td>AY 2012-13</td> <td>98</td> <td>80</td> </tr> <tr> <td>AY 2013-14</td> <td>98</td> <td>80</td> </tr> <tr> <td>AY 2014-2015</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY 2010-11	92	80	AY 2011-12	98	80	AY 2012-13	98	80	AY 2013-14	98	80	AY 2014-2015	80	80
Year	NWOSU	Target																					
AY 2010-11	92	80																					
AY 2011-12	98	80																					
AY 2012-13	98	80																					
AY 2013-14	98	80																					
AY 2014-2015	80	80																					

**Program Outcomes for All Division of Business**

**3) Graduating students are expected to think critically.**

During MGMT 3063 Principles of Management students will prepare a case analysis demonstrating the ability to identify issues, analyze issues, develop reasonable alternatives and propose a plausible solution.

**MEASURE 1**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities using a faculty-approved rubric.	The assignment was assessed using the Critical Thinking Assessment Rubric (Plan Attachment 4)  Direct Formative Internal	Performance is near or below target.	This is a new measure that was added in AY 2014-2015. Prior to this measure, there was no formative measure regarding critical thinking.  Based on prior summative assessment and observations by faculty, it was determined that critical thinking was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Critical thinking is now introduced in this class.	The action taken was in AY 2015-2016 and therefore, it will be at least two academic years before the impact of introducing the concept of critical thinking to students in Business Environment can be measured for success.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>78</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>73</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	78	80	SP15	73	80
Year	NWOSU	Target												
F14	78	80												
SP15	73	80												

**Program Outcomes for All Division of Business**

**3) Graduating students are expected to think critically.**

During MGMT 4433 Business Policy students will prepare a detailed case analysis demonstrating the ability to identify issues, analyze issues, develop reasonable alternatives and propose a plausible solution.

**MEASURE 2**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities by scoring 20 points or higher on the faculty-approved rubric	Students submitted detailed case analyses and were assessed on items 3-5, 8-9, and 11-12 of Case Analysis Assessment Rubric (Plan Attachment 3)  Direct Summative External Comparative	Performance is at or below target.	This is a new rubric that was added in AY 2014-2015. Prior to this measure, the summative measure regarding critical thinking was not measuring what the SLO was targeting.  Based on that prior summative assessment and observations by faculty, it was determined that critical thinking was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Critical thinking is now introduced in this class.	The action taken was in AY 2015-2016 and therefore, it will be at least two academic years before the impact of introducing the concept of critical thinking to students in Business Environment can be measured for success.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>55</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	55	80	SP15	80	80
Year	NWOSU	Target												
F14	55	80												
SP15	80	80												

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

During the MRKT 3043 Principles of Marketing, the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

**Measure 1**

<b>Analysis of Results</b>														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Formative Internal	Performance is near target.*	<p>This is a new measure that was added in AY 2014-2015. Prior to this measure, there was no formative measure regarding leadership and teamwork skills.</p> <p>Based on prior summative assessment and observations by faculty, it was determined that teamwork was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Teamwork is now introduced in this class.</p> <p>Student do take a Leadership in</p>	<p>The action taken was in AY 2015-2016 and therefore, it will be at least two academic years before the impact of introducing the concept of teamwork to students in Business Environment can be measured for success.</p>	<table border="1"> <caption>Data for Line Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>80</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	80	80	SP15	75	80
Year	NWOSU	Target												
F14	80	80												
SP15	75	80												



			Business class prior to Principles of Management. There is an indication that the students are learning about leadership in that class; although only two data points is not enough to draw any meaningful conclusions.		
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\* Data for Fall 2014 was based on the use of a non-approved rubric.

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

During the GBUS 3953 Business, Society & Government, the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

**Measure 2**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Formative Internal	Performance is below target.	<p>This is a new measure that was added in AY 2014-2015. Prior to this measure, there was no formative measure regarding leadership and teamwork skills.</p> <p>Based on prior summative assessment and observations by faculty, it was determined that teamwork was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Teamwork is now introduced in this class.</p>	<p>The action taken was in AY 2015-2016 and therefore, it will be at least two academic years before the impact of introducing the concept of teamwork to students in Business Environment can be measured for success.</p>	<table border="1"> <caption>Data for Graph: Performance vs. Target</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>40</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance	Target	F14	50	80	SP15	40	80
Year	NWOSU Performance	Target												
F14	50	80												
SP15	40	80												

### Program Outcomes for All Division of Business

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

During the MGMT 4433 Business Policy course the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

**Measure 3**

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Summative Internal	The students have generally scored slightly lower than the target. The past three years, students are performing at or above target.	In AY 2012-13 team simulations were added to MRKT 3043 and GBUS 3953 to give students more opportunities to develop teamwork skills.	It appears that introducing more teamwork opportunities earlier in the curriculum has improved interpersonal communication and team skills by the time students graduate.	<table border="1" style="display: none;"> <caption>Performance Data for Measure 3</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY2010-11</td> <td>68</td> <td>80</td> </tr> <tr> <td>AY2011-12</td> <td>62</td> <td>80</td> </tr> <tr> <td>AY2012-13</td> <td>75</td> <td>80</td> </tr> <tr> <td>AY2013-14</td> <td>95</td> <td>80</td> </tr> <tr> <td>AY2014-15</td> <td>90</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY2010-11	68	80	AY2011-12	62	80	AY2012-13	75	80	AY2013-14	95	80	AY2014-15	90	80
Year	NWOSU	Target																					
AY2010-11	68	80																					
AY2011-12	62	80																					
AY2012-13	75	80																					
AY2013-14	95	80																					
AY2014-15	90	80																					

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 4**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
collectively the students in the testing cohort should be at or above the mean score	PAS  Direct Summative External	Performance is near or below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Data for Measure 4</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>52</td> <td>52</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	52	52	SP15	52	52
Year	NWOSU	Target												
F14	52	52												
SP15	52	52												

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 5**

		Analysis of Results			Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)										
In the PAS Leadership score (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	Performance is at or above target.	<p>Two semesters of data are insufficient for meaningful analysis.</p> <p>After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.</p> <p>The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>55</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	50	50	SP15	55	50
Year	NWOSU	Target												
F14	50	50												
SP15	55	50												

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 6**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS  Direct Summative External	Performance is near, but below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Data for Measure 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>52</td> <td>52</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	52	52	SP15	52	52
Year	NWOSU Score	Target Score												
F14	52	52												
SP15	52	52												

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 7**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS  Direct Summative External	Performance is near, but below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Data for Measure 7</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>52</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	50	52	SP15	52	52
Year	NWOSU Score	Target Score												
F14	50	52												
SP15	52	52												

**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 8**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States	PAS  Direct Summative External	Performance is near, but below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Data for Measure 8 Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>52</td> <td>52</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	52	52	SP15	52	52
Year	NWOSU	Target												
F14	52	52												
SP15	52	52												



**Program Outcomes for All Division of Business**

**4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 9**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS  Direct Summative External	Performance is near, but above target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Data for Performance Measure 9 Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~50</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>~52</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	~50	50	SP15	~52	50
Year	NWOSU Score	Target Score												
F14	~50	50												
SP15	~52	50												

**Program Outcomes for All Division of Business**

**5) Graduating students should have the ability to formulate good ethical judgments.**

The GBUS3953 Business, Society & Government course will use a simulation to verify the use of ethical decision-making processes

**Measure 1**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Deepwater simulation  Direct Formative External	Performance is below target.	This is a new measure that was added in AY 2014-2015. The prior was tied to a different simulation. The two simulations cannot be compared.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	After AY 2015-2016, the faculty will analyze the switching to the different simulation and rubric to determine if the switch met faculty goals.	<table border="1"> <caption>Data for Performance Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>55</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	50	80	SP15	55	80
Year	NWOSU	Target												
F14	50	80												
SP15	55	80												

**5) Graduating students should have the ability to formulate good ethical judgments.**

During MGMT 4433 *Business Policy* students will prepare a detailed case analysis demonstrating stakeholder identification, and ethical consideration, analysis and decision-making based on a rubric

**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	<p>Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10-11)</p> <p>Direct Summative Internal</p>	<p>As of AY 2013-14, student scores re: “Considered Stakeholder Analysis” have met expectations.</p> <p>In creating their recommended course of actions, students have consistently proposed ethical solutions, meeting or exceeding the target each semester.</p> <p>Performance dropped back to AY 2010-2013 averages.</p>	<p>Students, starting in Fall 2013 are being given an example of an appropriate ethical/stakeholder analysis. In prior semesters only a description of such an analysis.</p> <p>Further, in the past many students simply chose not to include the analysis in their case analysis. Starting in Fall 2013, students receive a zero on the case analysis if there is not such analysis.</p> <p>Continue to monitor “Stakeholder Analysis” and “Proposed Ethical Solution” scores in the future.</p> <p>Impossible to tell whether AY 2013/2014 or 2014/2015 is anomaly Monitor for one more year before action is suggested.</p>	<p>The introduction of formative measures of this SLO, should assist in student performance at the summative level. It will be two academic years before any analysis may provide accurate insight.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Performance</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY2010-11</td> <td>45</td> <td>80</td> </tr> <tr> <td>AY2011-12</td> <td>45</td> <td>80</td> </tr> <tr> <td>AY2012-13</td> <td>45</td> <td>80</td> </tr> <tr> <td>AY2013-14</td> <td>80</td> <td>80</td> </tr> <tr> <td>AY2014-15</td> <td>45</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Performance	Target	AY2010-11	45	80	AY2011-12	45	80	AY2012-13	45	80	AY2013-14	80	80	AY2014-15	45	80
Academic Year	NWOSU Performance	Target																					
AY2010-11	45	80																					
AY2011-12	45	80																					
AY2012-13	45	80																					
AY2013-14	80	80																					
AY2014-15	45	80																					

**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile..	PAS  Direct Summative External	Performance is near, but below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	45	58	SP15	53	58
Year	NWOSU	Target												
F14	45	58												
SP15	53	58												

**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

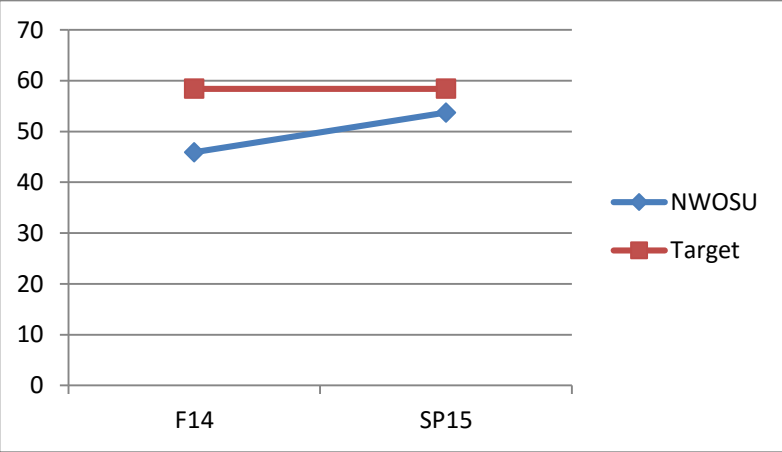
**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score</p>	<p>PAS Direct Summative External</p>	<p>Performance is near, but below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>57</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	57	SP15	54	57
Year	NWOSU Score	Target Score												
F14	46	57												
SP15	54	57												

**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.</p>	<p>PAS Direct Summative External</p>	<p>Performance is near, but below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 516 1906 964"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	45	58	SP15	53	58
Year	NWOSU Score	Target Score												
F14	45	58												
SP15	53	58												

**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

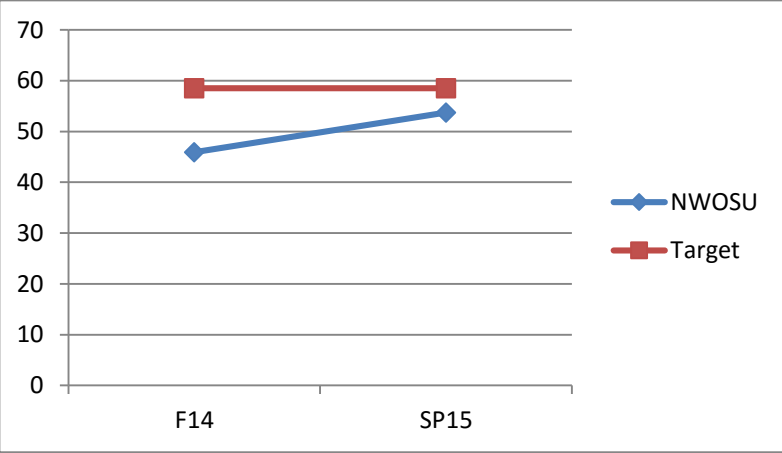
**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions</p>	<p>PAS Direct Summative External</p>	<p>Performance is near, but below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	58	SP15	54	58
Year	NWOSU Score	Target Score												
F14	46	58												
SP15	54	58												

**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 7**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is near, but below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	45	58	SP15	53	58
Year	NWOSU Score	Target Score												
F14	45	58												
SP15	53	58												



**5) Graduating students should have the ability to formulate good ethical judgments.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 8**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is near, but below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Year	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

**PROGRAM GOALS FOR ALL DIVISION OF BUSINESS MAJORS**

**6. Graduating students should demonstrate the necessary skill to identify, conceptualize, diagnose, evaluate, and analyze business problems.**

During the MGMT 4433 Business Policy course each student will prepare a detailed case analysis to demonstrate these abilities.

**Measure 1**

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3)  Direct Summative Internal	Performance did not meet target for all 5 years.	<p>There has been improvement with results raising to 47-60% of the students achieving the acceptable score.</p> <p>Students were given a sample case analysis starting in Fall 2013 to better demonstrate acceptable level of performance. In prior semesters, students were simply given a description of what was expected in the case analysis.</p> <p>Performance in AY 2014/2015 dropped, but trend over last 5 years is still positive.</p> <p>It was discovered that the concept of analyzing case studies and critical thinking</p>	<p>With the addition of Business Environment to the curriculum this year, it is too early to analyze the impact on student performance. It will be two academic years before this type of analysis may provide meaningful insights.</p>	<table border="1"> <caption>Performance Trends (AY 10-11 to AY 14-15)</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY 10-11</td> <td>14</td> <td>80</td> </tr> <tr> <td>AY 11-12</td> <td>62</td> <td>80</td> </tr> <tr> <td>AY 12-13</td> <td>48</td> <td>80</td> </tr> <tr> <td>AY 13-14</td> <td>66</td> <td>80</td> </tr> <tr> <td>AY 14-15</td> <td>55</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY 10-11	14	80	AY 11-12	62	80	AY 12-13	48	80	AY 13-14	66	80	AY 14-15	55	80
Year	NWOSU	Target																					
AY 10-11	14	80																					
AY 11-12	62	80																					
AY 12-13	48	80																					
AY 13-14	66	80																					
AY 14-15	55	80																					

			were not specifically introduced in the curriculum. In AY 2015-2016 a new required class, Business Environment was added to the curriculum. The concepts of critical thinking and case studies are introduced in this class.		
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**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**1. Graduating students should have appropriate accounting software skills.**

In ACCT 4133 Accounting Information Systems a computer software project with a written report would be an internal measure of the students' accounting/bookkeeping software skills

**Measure 1**

Analysis of Results					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 4133 Accounting Information Systems students complete a computer software project with a written report as assessed by Accounting/Bookkeeping Software Assessment Rubric (Plan Attachment 7)  Direct Summative Internal	No data reported for Fall 2014	Instructor for ACCT 4133 left his/her position as full-time faculty, and failed to report assessment results for this class.  This measure was added in AY 2014-2015. The class is only offered in the fall semester.  When a replacement faculty member is hired, the assessment committee chair and the division chair will meet with that faculty member to discuss the importance of assessment.	No action to be reviewed.	<p>The graph displays a single data point for the Fall 2014 semester. The vertical axis represents the percentage of students meeting the goal, ranging from 0 to 90. The horizontal axis is labeled 'F14'. A red square marker, representing the 'Target', is located at the 80% level. A blue diamond marker, representing the 'NWOSU' actual performance, is also located at the 80% level. The legend indicates that the blue diamond represents 'NWOSU' and the red square represents the 'Target'.</p>

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**1. Graduating students should have appropriate accounting software skills.**

In ACCT 3153 Cost Accounting I there will be an Excel-based project.

**Measure 2**

		Analysis of Results									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)						
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8)  Direct Summative Internal	Performance is below target.*	This rubric and measure was added in AY 2014-2015. One semester of data is insufficient for meaningful analysis.  The professor has been advised to use the faculty approved rubric in the future. The class is only taught in the fall semester.	No action to be reviewed.	<table border="1"> <caption>Performance Data for F14</caption> <thead> <tr> <th>Category</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>NWOSU</td> <td>62</td> </tr> <tr> <td>Target</td> <td>80</td> </tr> </tbody> </table>	Category	Value	NWOSU	62	Target	80
Category	Value										
NWOSU	62										
Target	80										

\* Data for Fall 2014 was based, in part, on the use of a non-approved rubric.

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**1. Graduating students should have appropriate accounting software skills.**  
 In ACCT 3133 Individual Income Tax there will be an income tax software-based project.

**Measure 3**

		Analysis of Results			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3133 Individual Income Tax there will be an income tax software-based project, as assessed using Income Tax Software Assessment Rubric (Plan Attachment 9)  Direct Summative Internal	No data reported for Fall 2014	Instructor for ACCT 3133 left his/her position as full-time faculty, and failed to report assessment results for this class.  This measure was added in AY 2014-2015. The class is only offered in the fall semester.  When a replacement faculty member is hired, the assessment committee chair and the division chair will meet with that faculty member to discuss the importance of assessment.	No action to be reviewed.	<p>The graph displays two data points for the Fall 2014 (F14) semester. The vertical axis represents the percentage of students meeting the performance measure, ranging from 0 to 90 in increments of 10. The horizontal axis is labeled 'F14'. A blue diamond marker, representing 'NWOSU', is positioned at the 0 mark on the y-axis. A red square marker, representing the 'Target', is positioned at the 80 mark on the y-axis. A legend on the right side of the graph identifies the blue diamond as 'NWOSU' and the red square as 'Target'.</p>

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**1. Graduating students should have appropriate accounting software skills.**

In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency.

**Measure 4**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency, using MS Word Assessment Rubric (Plan Attachment 10)  Direct Summative Internal	Performance is above and/or below target.	This is a new rubric that was added in AY 2014-2015. The rubric was not measuring the proper skills.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	After AY 2015-2016, the faculty will analyze switching the rubric to determine if the switch met faculty goals.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>100</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	100	80	SP15	75	80
Year	NWOSU	Target												
F14	100	80												
SP15	75	80												

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**2.** Graduating students should know the accounting standards of the accounting profession.  
 In ACCT 3103 Intermediate Accounting I students will take a test regarding Accounting standards

**Measure 1**

<b>Analysis of Results</b>											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)						
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3103  Direct Formative External	Performance is below or near target.	This test was added in AY 2014-2015. The class is only taught in the fall semester. One semester of data is insufficient for meaningful analysis.  After AY 2016-2017, when there are three data points, the faculty will examine the data to determine any trends or issues.	No action to be reviewed.	<p>The graph shows a single data point for NWOSU at 77.0 and a target at 80.0 for the year F14. The y-axis is labeled from 75.5 to 80.5 in increments of 0.5. The x-axis is labeled F14. A legend indicates that the blue diamond represents NWOSU and the red square represents the Target.</p> <table border="1"> <caption>Data from Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>77.0</td> <td>80.0</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	77.0	80.0
Year	NWOSU	Target									
F14	77.0	80.0									



**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**2.** Graduating students should know the accounting standards of the accounting profession.  
 In ACCT 3113 Intermediate Accounting II students will take a test regarding Accounting standards

**Measure 2**

<b>Analysis of Results</b>											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)						
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3113  Direct Summative External	Performance is above target.	This test was added in AY 2014-2015. The class is only taught in the spring semester. One semester of data is insufficient for meaningful analysis.  After AY 2016-2017, when there are three data points, the faculty will examine the data to determine any trends or issues.	No action to be reviewed.	<p>The graph displays two data points for SP15. The y-axis represents a score from 77 to 87. The x-axis is labeled SP15. A blue diamond representing NWOSU is positioned at a score of 86. A red square representing the Target is positioned at a score of 80.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>NWOSU</td> <td>86</td> </tr> <tr> <td>Target</td> <td>80</td> </tr> </tbody> </table>	Category	Score	NWOSU	86	Target	80
Category	Score										
NWOSU	86										
Target	80										

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

**2.** Graduating students should know the accounting standards of the accounting profession.  
 In ACCT 4303 International Accounting, students will take a test regarding Accounting standards

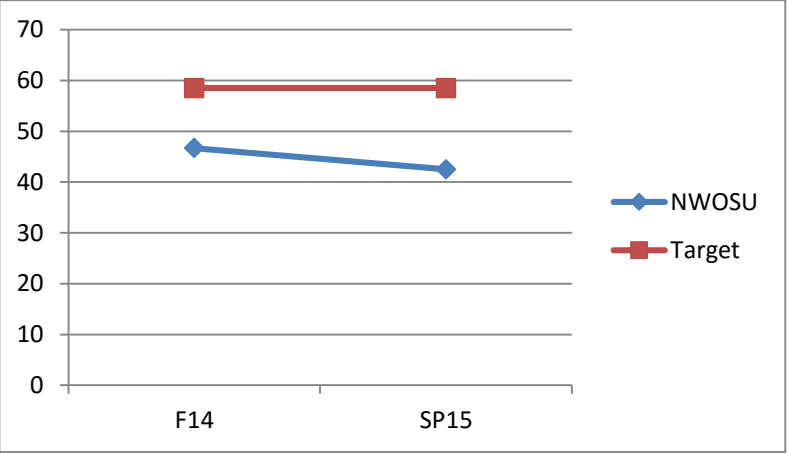
**Measure 3**

<b>Analysis of Results</b>					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will score 80% or higher on the test.	Standards test in ACCT 4303  Direct Summative External	Performance is above target.	This test was added in AY 2014-2015. The class is only taught one semester per academic year. One semester of data is insufficient for meaningful analysis.  After AY 2016-2017, when there are three data points, the faculty will examine the data to determine any trends or issues.	No action to be reviewed.	<p>The graph displays two data points for the Fall 2014 (F14) semester. The vertical axis represents the percentage of students scoring 80% or higher, ranging from 70 to 95 in increments of 5. The horizontal axis is labeled 'F14'. A blue diamond, representing NWOSU, is plotted at approximately 93%. A red square, representing the Target, is plotted at 80%. A legend on the right side of the graph identifies the blue diamond as 'NWOSU' and the red square as 'Target'.</p>

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

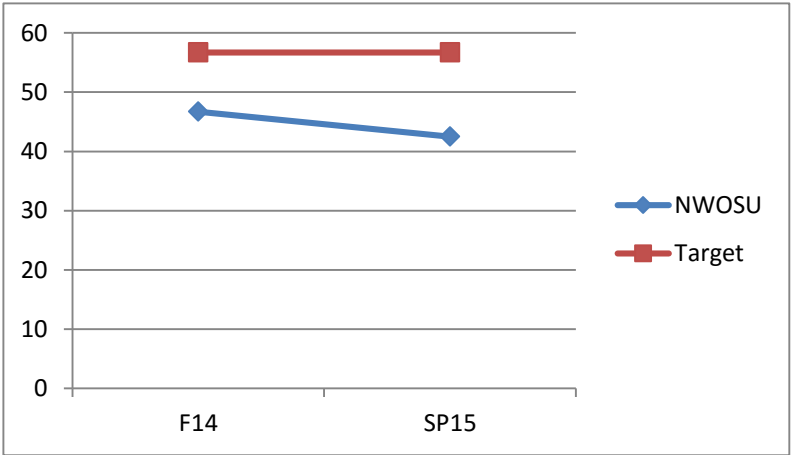
**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50<sup>th</sup> percentile..</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>43</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	47	58	SP15	43	58
Year	NWOSU	Target												
F14	47	58												
SP15	43	58												

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

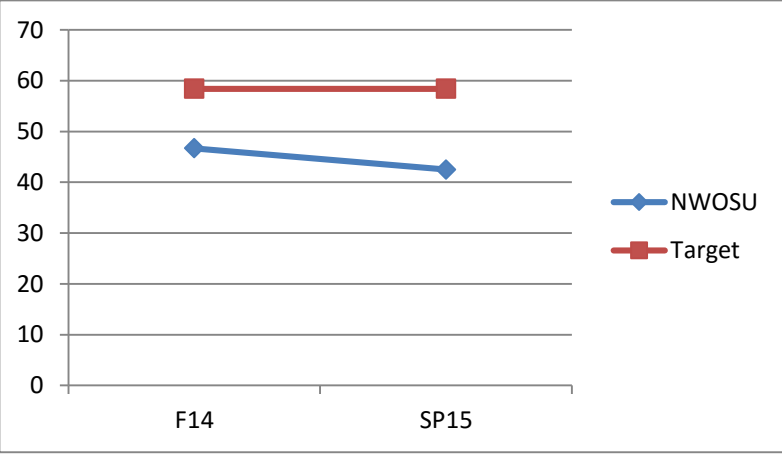
**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>56</td> </tr> <tr> <td>SP15</td> <td>43</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	47	56	SP15	43	56
Year	NWOSU Score	Target Score												
F14	47	56												
SP15	43	56												

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

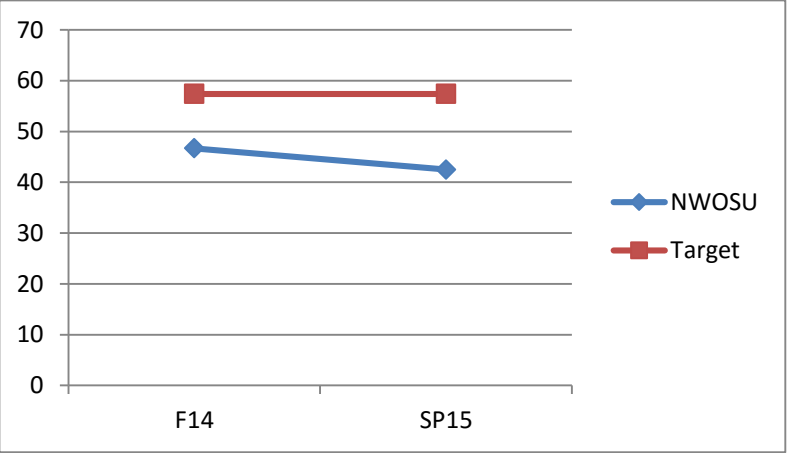
**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>43</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	47	58	SP15	43	58
Year	NWOSU Score	Target Score												
F14	47	58												
SP15	43	58												

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>43</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	47	58	SP15	43	58
Year	NWOSU Score	Target Score												
F14	47	58												
SP15	43	58												

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

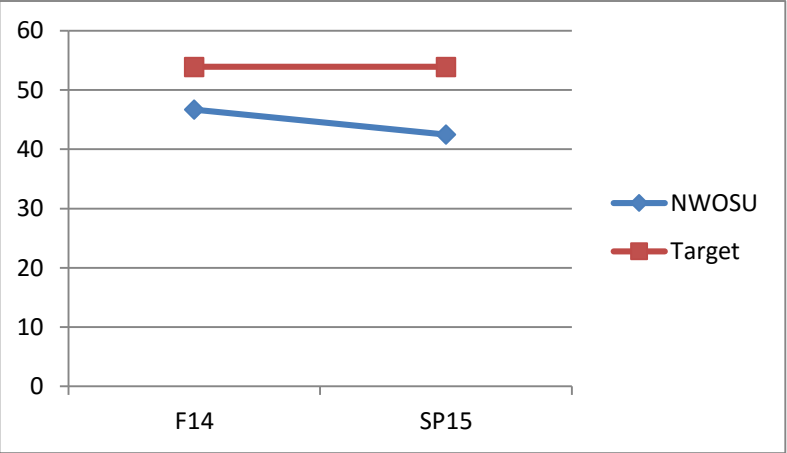
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>43</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	47	58	SP15	43	58
Year	NWOSU Score	Target Score												
F14	47	58												
SP15	43	58												

**3) Graduating students should recognize ethical conduct in Accounting.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 6**

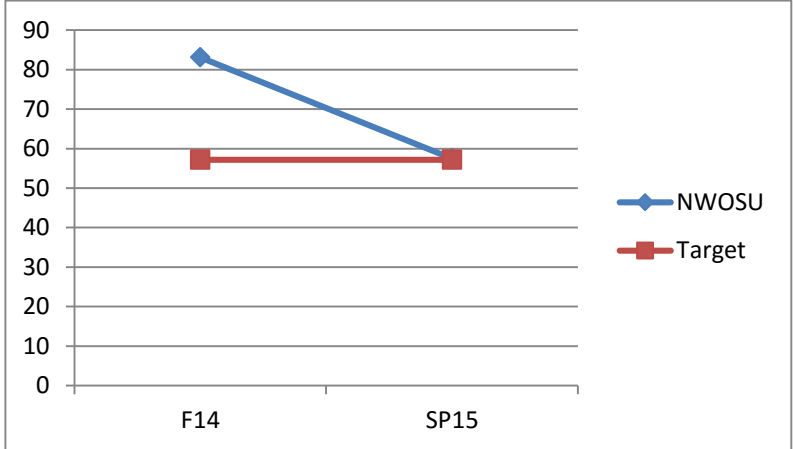
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>42</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	47	54	SP15	42	54
Year	NWOSU	Target												
F14	47	54												
SP15	42	54												



**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Accounting section of the PAS assessment test, collectively the students in the testing cohort should be at or above the 50<sup>th</sup> percentile.</p>	<p>PAS Direct Summative External</p>	<p>Performance is above or meets target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>83</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	83	58	SP15	58	58
Year	NWOSU	Target												
F14	83	58												
SP15	58	58												

**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 2**

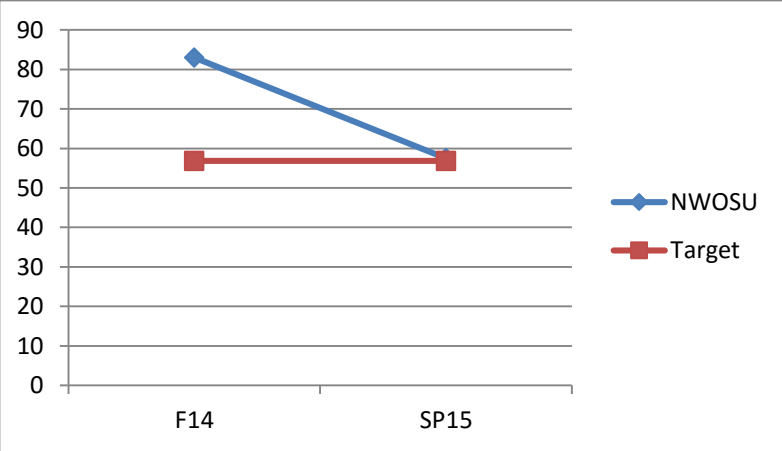
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.</p>	<p>PAS Direct Summative External</p>	<p>N/A Refer to Measures 1 and 3.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>85</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>85</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	85	SP15	58	85
Year	NWOSU Score	Target												
F14	82	85												
SP15	58	85												

Peregrine Academic Services, at this time, does not provide comparative data regarding ACBSP Region 6

**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.</p>	<p>PAS Direct Summative External</p>	<p>Performance is above or meets target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	82	58	SP15	58	58
Year	NWOSU Score	Target Score												
F14	82	58												
SP15	58	58												

**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all Publicly Owned institutions.</p>	<p>PAS Direct Summative External</p>	<p>Performance is above target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	82	50	SP15	58	50
Year	NWOSU Score	Target Score												
F14	82	50												
SP15	58	50												

**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

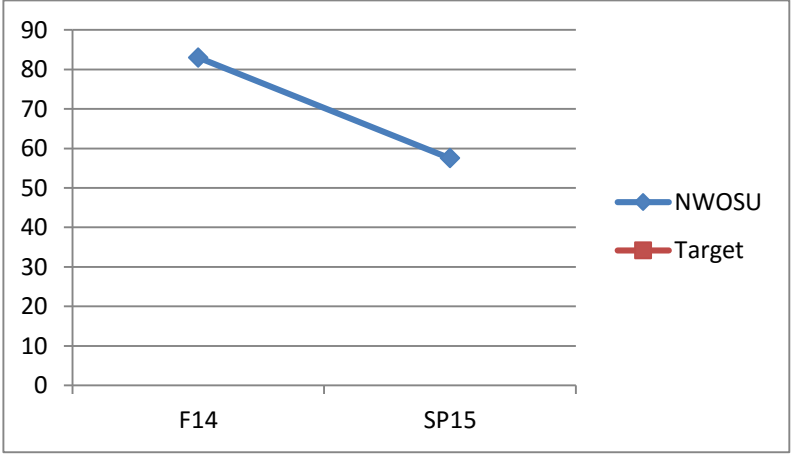
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is above or meets target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	82	58	SP15	58	58
Year	NWOSU Score	Target Score												
F14	82	58												
SP15	58	58												

**4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.</p>	<p>PAS Direct Summative External</p>	<p>N/A Refer to Measure 1.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.  Faculty has voted to no longer conduct this measure, as our accounting program does not compete against international institutions.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	80	SP15	58	80
Year	NWOSU Score	Target												
F14	82	80												
SP15	58	80												

Peregrine Academic Services, at this time, does not provide comparative data regarding institutions outside the US

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.**

In MGMT 4433 Business Policy course students will take the PAS assessment test.

**Measure 1 – Accounting minor**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Accounting portion of the PAS test, 80% of the Accounting minors will score above the average frequency correct score of non-Accounting minor students taking the same exam.	PAS Test  Direct Summative External	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>0</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	0	80	SP15	80	80
Year	NWOSU Score	Target Score												
F14	0	80												
SP15	80	80												

There were no Accounting minors in MGMT 4433 in SP15.

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.**

In MGMT 4433 Business Policy course students will take the PAS assessment test.

**Measure 1 – Management minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Management portion of the PAS test, 80% of the Management minors will score above the average frequency correct score of non-Management minor students taking the same exam.	PAS Test  Direct Summative External	Performance is above and/or below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>100</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	100	80	SP15	0	80
Year	NWOSU	Target												
F14	100	80												
SP15	0	80												



**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.**

In MGMT 4433 Business Policy course students will take the PAS assessment test.

**Measure 1 – Marketing minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test  Direct Summative External	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Performance Data from Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	50	80	SP15	75	80
Year	NWOSU Score	Target Score												
F14	50	80												
SP15	75	80												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.**

In MGMT 4433 Business Policy course students will take the PAS assessment test.

**Measure 1 – General Business minor**

		Analysis of Results															
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)												
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test  Direct Summative External	Performance is below target.  Performance of Marketing Majors appears to be superior to non-Marketing majors.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<p>The graph displays performance trends for two groups: NWOSU MGMT (blue line with diamond markers) and NWOSU MRKT (green line with triangle markers) from Fall 2014 (F14) to Spring 2015 (S15). A red horizontal line at the 80 mark represents the Target. The Y-axis ranges from 0 to 90. NWOSU MGMT scores approximately 13 in F14 and 50 in S15. NWOSU MRKT scores approximately 25 in F14 and 58 in S15. Both groups show an upward trend but remain significantly below the target of 80.</p> <table border="1"> <caption>Performance Data from Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU MGMT</th> <th>NWOSU MRKT</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>13</td> <td>25</td> <td>80</td> </tr> <tr> <td>S15</td> <td>50</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU MGMT	NWOSU MRKT	Target	F14	13	25	80	S15	50	58	80
Year	NWOSU MGMT	NWOSU MRKT	Target														
F14	13	25	80														
S15	50	58	80														

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.**

In GBUS 3613 *Principles of Entrepreneurship*, Entrepreneurship minor students will prepare a business plan.

**Measure 1 – Entrepreneurship minor**

Analysis of Results											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)						
80% of the students will score at or higher than acceptable on a faculty-approved rubric	Business Plan assessed using Business Plan Assessment Rubric (Plan Attachment 11)  Direct Summative External	No data for Fall 2014	This measure was added in AY 2014-2015. The class is only offered on semester an academic year. GBUS 3613 was taught by an adjunct faculty member. The DOB recognizes the need for better communication with adjuncts regarding reporting of assessment results.	No actions to review.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Mgmt</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Mgmt	Target	F14	80	80
Year	NWOSU Mgmt	Target									
F14	80	80									

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents.**

In MGMT 4433 Business Policy students will submit a written detailed analysis in MS Word (or compatible software) format.

**Measure 1**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Students will submit a written detailed analysis in MS Word (or compatible software) format using the MS Word Assessment Rubric (Plan Attachment 10)  Direct Summative Internal	Performance is below target.	The rubric for measuring this learning outcome was just introduced in AY 2014-2015. Therefore, there is not sufficient data from this measure to make any conclusions.  However, based on prior assessment of written communication skills, it was determined that written communication skills were not being introduced to students. In AY 2015-2016 a new required course was added to the Business and Accounting curricula – Business Environment. In that class business writing skills are introduced to the students.	Because Business Environment was introduced in AY 2015-2016, it will be AY 2017-2018 before any meaningful data will be available to assess the success of this action.	<table border="1"> <caption>Performance Data for Measure 1</caption> <thead> <tr> <th>Term</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>63</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>65</td> <td>80</td> </tr> </tbody> </table>	Term	NWOSU	Target	F14	63	80	SP15	65	80
Term	NWOSU	Target												
F14	63	80												
SP15	65	80												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents**

In MGMT 4433 Business Policy students will make a presentation using a PowerPoint (or compatible software) presentation.

**Measure 2**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	<p>Stockholder presentations using the PowerPoint Assessment Rubric (Plan Attachment 11)</p> <p>Direct Summative Internal</p>	Performance is below and above target.	<p>The rubric for measuring this learning outcome was just introduced in AY 2014-2015. Therefore, there is not sufficient data from this measure to make any conclusions.</p> <p>However, based on prior assessment of presentation skills, it was determined that business presentation skills were not being introduced to students. In AY 2015-2016 a new required course was added to the Business and Accounting curricula – Business Environment. In that class business presentation skills are introduced to the students.</p>	<p>Because Business Environment was introduced in AY 2015-2016, it will be AY 2017-2018 before any meaningful data will be available to assess the success of this action.</p>	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>25</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>88</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	25	80	SP15	88	80
Year	NWOSU	Target												
F14	25	80												
SP15	88	80												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

**2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents**  
 In GBUS 3753 Business Research students will demonstrate their ability to use Excel (or compatible software) by completing an assignment  
**Measure 3**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Excel assignment (or compatible software) format using the Excel Assessment Rubric (Plan Attachment 13)  Direct Summative Internal	Performance is below target.*	Two semesters of data are insufficient for meaningful analysis.  The SLO and rubric were not measuring what the faculty intended for the SLO to develop and measure.  Faculty are modifying the SLO, as well as the "Excel Assessment Rubric."	The SLO needs to be tweaked and a new rubric developed to measure the tweaked SLO appropriately.	<table border="1"> <caption>Performance Data for Measure 3</caption> <thead> <tr> <th>Term</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>68</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>80</td> </tr> </tbody> </table>	Term	NWOSU	Target	F14	68	80	SP15	52	80
Term	NWOSU	Target												
F14	68	80												
SP15	52	80												

\* Data for Fall 2014/Spring 2015 was based on the use of a non-approved rubric.

**3) Graduating students should recognize ethical conduct in Business.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50<sup>th</sup> percentile.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	46	58	SP15	53	58
Year	NWOSU	Target												
F14	46	58												
SP15	53	58												

**3) Graduating students should recognize ethical conduct in Business.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 2**

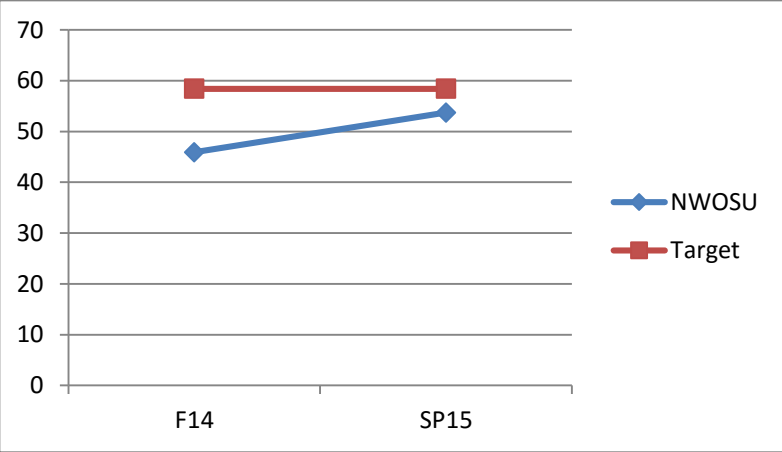
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>57</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	57	SP15	54	57
Year	NWOSU Score	Target Score												
F14	46	57												
SP15	54	57												



**3) Graduating students should recognize ethical conduct in Business.**

In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	45	58	SP15	53	58
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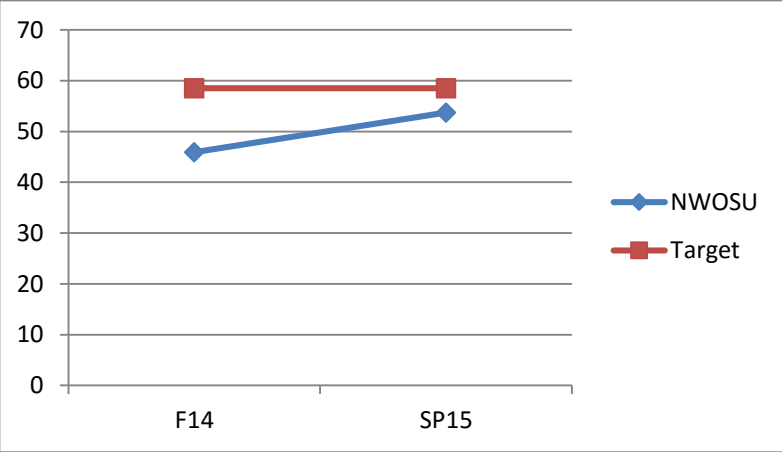
**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>57</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	45	57	SP15	53	57
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**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 516 1906 964"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>45</td> <td>58</td> </tr> <tr> <td>SP15</td> <td>53</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	45	58	SP15	53	58
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In MGMT 4433 Business Policy students will take the PAS assessment.

**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Performance is below and appears to meet target.</p>	<p>Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Year	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

**PROGRAM GOALS FOR ORGANIZATIONAL LEADERSHIP MAJOR**

**1) Graduating students should be able to integrate prior work experience with complimentary knowledge of business principles grounded in an academic environment.**

Students will take a pre-test in ORGL 3113, Foundations of Organizational Leadership. A post-test will be administered in ORGL 4553 Capstone

**Measure 1**

		<b>Analysis of Results</b>			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	A pretest will be administered in the first ORGL class – Foundations. A post-test will be administered in the final ORGL class – Capstone.  Direct Summative Internal	This goal, and thus this measurement, began with AY 2010-11.  Therefore there has been no measurement yet, as no students have gone through the program who have taken the pre-test.	With the implementation of the Peregrine Academic Services assessment test (See Appendix 1), this test will be used as the pretest/posttest. The Assessment Committee will make a determination as to the appropriate test sections to be used for this measurement.	None to be reviewed.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile.	PAS  Direct Summative External				<div data-bbox="1098 511 1782 644" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External				<div data-bbox="1098 483 1782 613" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External				<div data-bbox="1100 509 1782 643" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>



**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External				<div data-bbox="1098 511 1782 644" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External				<div data-bbox="1100 513 1782 643" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in ORGL 4553 Capstone class.

**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS  Direct Summative External				<div data-bbox="1098 505 1782 638" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**PROGRAM GOALS FOR TECHNICAL MANAGEMENT MAJOR**

**1)** Graduating students should have added commentary knowledge of business principles to the skills gained from their career specialty. Students will take a pre-test administered by their advisor before taking their first class after declaring the major. A post-test will be administered in MGMT 4433 Business Policy.

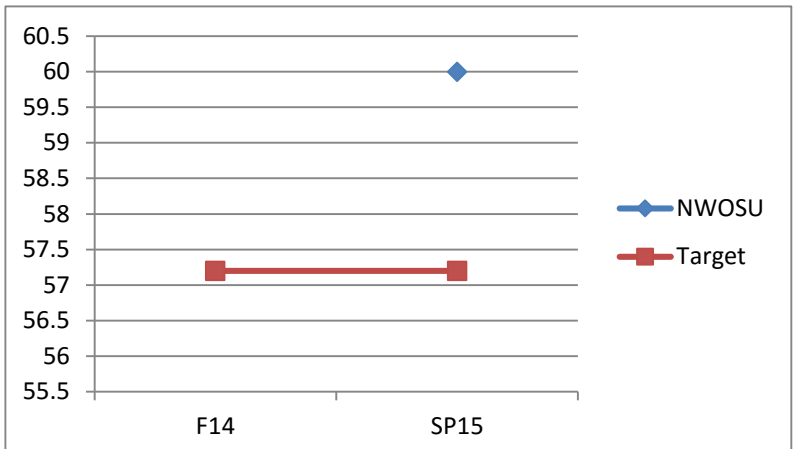
**Measure 1**

		<b>Analysis of Results</b>			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	<p>A pretest will be administered by the program advisor before students take their first class in the program.</p> <p>A post-test will be administered in the MGMT 4433 Business Policy.</p> <p>Direct Summative Internal</p>	<p>This goal, and thus this measure, began with AY 2010-11.</p> <p>Therefore there has been no measurement yet, as no students have gone through the program having taken the pre-test.</p>	<p>With the implementation of the Peregrine Academic Services assessment test (See Appendix 1), this test will be used as the pretest/posttest. The Assessment Committee will make a determination as to the appropriate test sections to be used for this measurement.</p>	None to be reviewed.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>No Technical Management major has taken both the pre-test and the post-test.</p> </div>

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in MGMT 4433 Business Policy class.

**Measure 1**

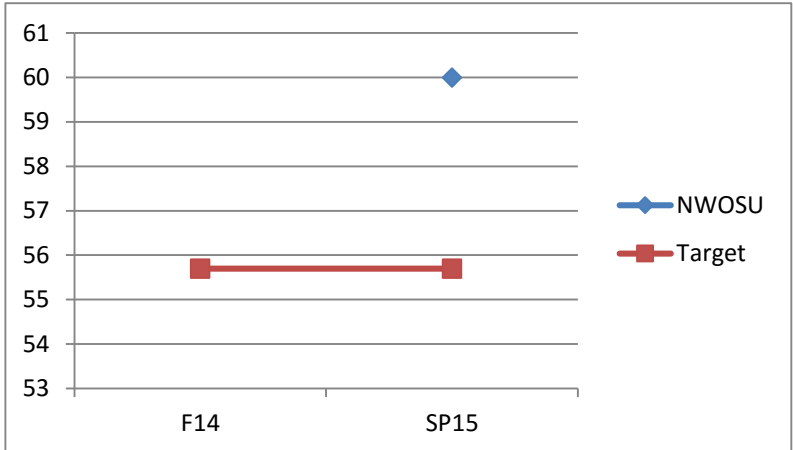
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile.	PAS  Direct Summative External	Performance is above target. In this measure N=1.	One semester of data is insufficient for meaningful analysis.  Take no action until there is sufficient data to make reasonable conclusions.	No action to review.	 <p>The graph displays performance data for two semesters: F14 and SP15. The vertical axis represents a score from 55.5 to 60.5 in increments of 0.5. Two data series are shown: 'NWOSU' (blue line with diamond markers) and 'Target' (red line with square markers). For F14, the Target is at 57. For SP15, the Target is also at 57, and the NWOSU performance is at 60.</p> <table border="1"> <thead> <tr> <th>Semester</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>-</td> <td>57</td> </tr> <tr> <td>SP15</td> <td>60</td> <td>57</td> </tr> </tbody> </table>	Semester	NWOSU	Target	F14	-	57	SP15	60	57
Semester	NWOSU	Target												
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There were no students in the Technical Management major in MGMT 4433 in Fall 2014.

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in MGMT 4433 Business Policy class.

**Measure 2**

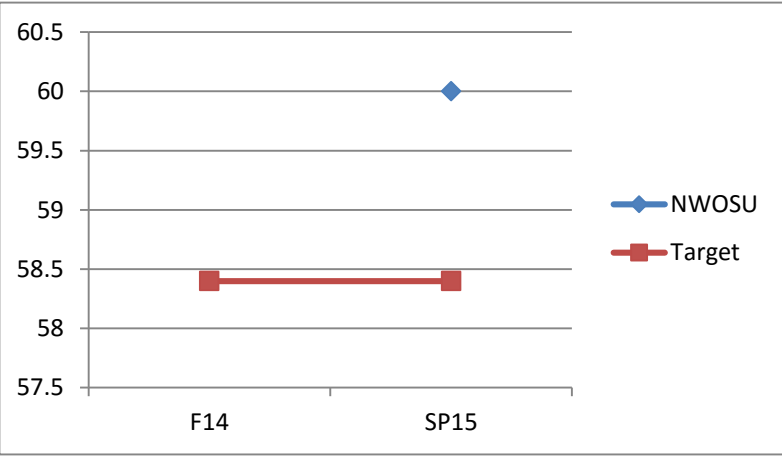
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
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**Measure 3**

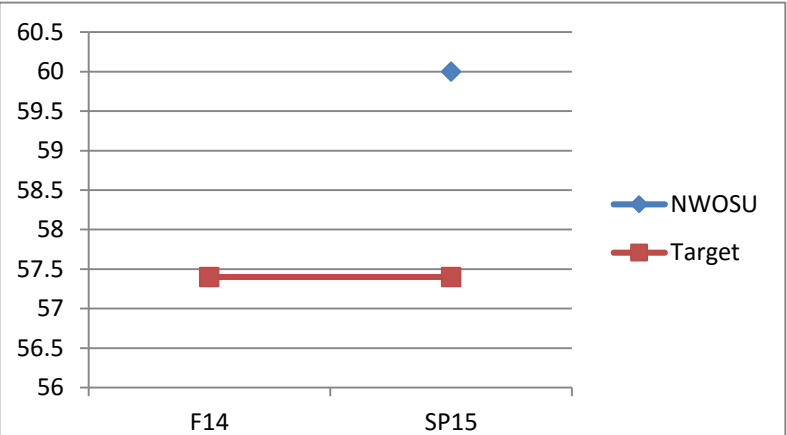
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance is above target. In this measure N=1.	One semester of data is insufficient for meaningful analysis.  Take no action until there is sufficient data to make reasonable conclusions.	No action to review.	 <table border="1" data-bbox="1129 477 1906 930"> <caption>Performance Data for Measure 3</caption> <thead> <tr> <th>Term</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~60.0</td> <td>~58.4</td> </tr> <tr> <td>SP15</td> <td>~60.0</td> <td>~58.4</td> </tr> </tbody> </table>	Term	NWOSU Score	Target Score	F14	~60.0	~58.4	SP15	~60.0	~58.4
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F14	~60.0	~58.4												
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There were no students in the Technical Management major in MGMT 4433 in Fall 2014.

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**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Performance is above target. In this measure N=1.	One semester of data is insufficient for meaningful analysis.  Take no action until there is sufficient data to make reasonable conclusions.	No action to review.	 <p>The graph displays performance data for two time periods: F14 and SP15. The Y-axis represents the score, ranging from 56 to 60.5 in increments of 0.5. A blue line with diamond markers represents NWOSU's performance, showing a score of 60.0 in SP15. A red line with square markers represents the Target, which is constant at 57.5 for both F14 and SP15. The legend indicates that the blue diamond represents NWOSU and the red square represents the Target.</p> <table border="1"> <caption>Performance Data from Graph</caption> <thead> <tr> <th>Time Period</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>60.0</td> <td>57.5</td> </tr> <tr> <td>SP15</td> <td>60.0</td> <td>57.5</td> </tr> </tbody> </table>	Time Period	NWOSU Score	Target Score	F14	60.0	57.5	SP15	60.0	57.5
Time Period	NWOSU Score	Target Score												
F14	60.0	57.5												
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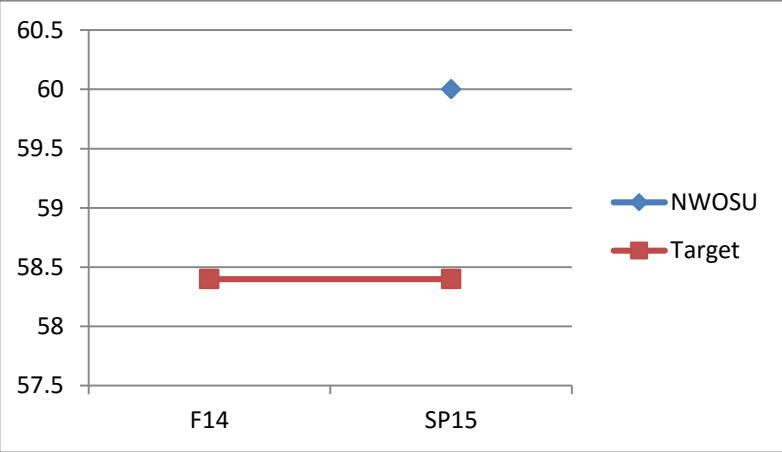
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Graduating students will take the PAS test in MGMT 4433 Business Policy class.

**Measure 5**

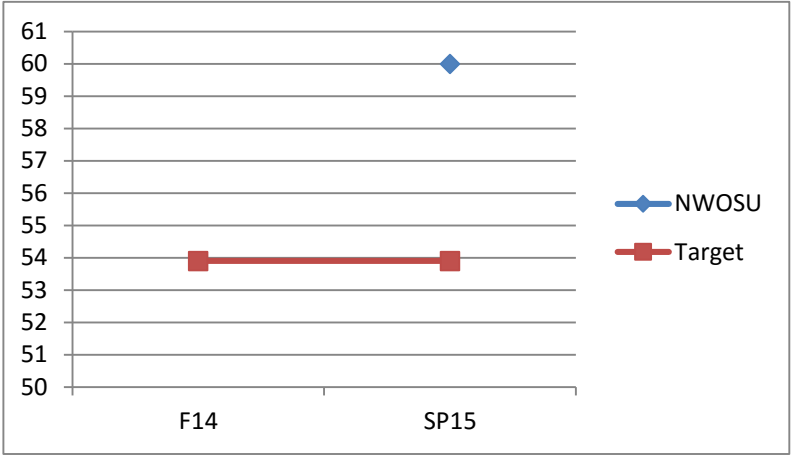
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Performance is above target. In this measure N=1.	One semester of data is insufficient for meaningful analysis.  Take no action until there is sufficient data to make reasonable conclusions.	No action to review.	 <table border="1" data-bbox="1129 479 1906 928"> <caption>Data for Performance Measure 5 Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>-</td> <td>~58.4</td> </tr> <tr> <td>SP15</td> <td>~60.0</td> <td>~58.4</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	-	~58.4	SP15	~60.0	~58.4
Year	NWOSU Score	Target Score												
F14	-	~58.4												
SP15	~60.0	~58.4												

There were no students in the Technical Management major in MGMT 4433 in Fall 2014.

**2) Graduating students should recognize ethical conduct in Business.**

Graduating students will take the PAS test in MGMT 4433 Business Policy class.

**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is above target. In this measure N=1.	One semester of data is insufficient for meaningful analysis.  Take no action until there is sufficient data to make reasonable conclusions.	No action to review.	 <table border="1" data-bbox="1125 496 1913 950"> <caption>Data for Performance Measure 6 Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>-</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>60</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	-	54	SP15	60	54
Year	NWOSU Score	Target Score												
F14	-	54												
SP15	60	54												

There were no students in the Technical Management major in MGMT 4433 in Fall 2014.

## APPENDIX 1

In Spring 2014, the Division of Business faculty made the decision to change the assessment test from the Major Field Test (MFT) administered by ETS to the Peregrine Academic Services assessment test (PAS). The faculty believed the PAS test was a better fit for our assessment efforts for the following reasons:

- pre-test/post-test model
- separate Accounting and Business Administration tests
- PAS test tests the 12 CPC components of ACBSP standards
- Ability to customize the exams
- No proctor requirement – beneficial for online students
- Availability of raw data
- Pay as you go versus pre-payment of tests in blocks
- Longitudinal reporting availability
- Unlimited options regarding cohorts
- Immediate availability of results
- Subject-level analysis

Therefore, starting in Fall 2014, the PAS assessment test will be administered instead of the MFT.