

# AY 2015-2016 ASSESSMENT REPORT

Issued: Spring 2017

Amended Fall 2018

The Peregrine Academic Services Assessment Test (PAS) became the standardized instrument for assessing student learning outcomes and progress beginning in AY14-15. Because of the changing of the assessment instrument, some long-term data trends have not yet been established.

Switching to the PAS had several benefits. First, the ACBSP Common Professional Component (CPC) is more easily assessed using the PAS. Second, benchmarking against other ACBSP schools similar to NWOSU is available. Third, a pretest/post-test comparison is available. Fourth, raw data is easily collected in different cohorts so that trends that evolve by campus, semester graduated, major program, minor program, or student classification can be made. Last, raw data is easily accessible from the publisher's website.

Moving forward, a better assessment of information is expected.

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).

		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.	70% 60% 50% 40% 30% 20% 10% 14-15 15-16

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

Modean & E						
Performance	Description of	Areas of	Analysis and	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Year	rs (please graph all
Measure	Measurement	Success	Action Taken	Action Taken	available data up to five years)	
(Competency)	Instrument			(occurs in the	• ,	
				following year)		
The institution	Peregrine	Performance	Two semesters	Because the		
mean PAS score	Assessment	is below	of data are	Division of	100	
will be above	Test	target.	insufficient for	Business	100	
the ACBSP			meaningful	switched from		
Region 6	Direct		analysis.	Major Field	80	
institutions.	External			Test to		
	Summative		After AY 2015-	Peregrine in AY		
	Comparative		2016, when there	2014-2015,	60	
			are four data	there is no		→NWOSU
			points, the	action to be		11110000
			faculty will	reviewed.	40	<b>─</b> Target
			examine the			
			results for trends	The faculty in		
			and issues. After	receiving the	20 +	
			AY 2016-2017,	results from the		
			the results will	Peregrine exam		
			be annualized.	do agree that	0	
				the decision to	14-15 15-16	
				change from the		
				Major Field		
				Test will be		
				beneficial to the		
				program and the		
				students.		

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

modear o								
Performance	Description of	Areas of	Analysis and	Results of	Insert	Graphs or Tables of Resi	ulting Trends for 3-5 Yes	ars (please graph all
Measure	Measurement	Success	Action Taken	Action Taken		available	data up to five years)	
(Competency)	Instrument			(occurs in the			• •	
				following year)				
The institution	Peregrine	Performance	Two semesters	Because the				
mean PAS score	Assessment	is below	of data are	Division of	100			
will be above all	Test	target.	insufficient for	Business	100			
ACBSP			meaningful	switched from				
institutions.	Direct		analysis.	Major Field	80 -			_
	External			Test to				
	Summative		After AY 2015-	Peregrine in AY				
	Comparative		2016, when there	2014-2015,	60			-
			are four data	there is no			<del></del>	<b>→</b> NWOSU
			points, the	action to be			•	
			faculty will	reviewed.	40			Target
			examine the					
			results for trends	The faculty in	20 -			_
			and issues. After	receiving the	20			
			AY 2016-2017,	results from the				
			the results will	Peregrine exam	0 -		1	1
			be annualized.	do agree that		14-15	15-16	
				the decision to		14 15	13 10	
				change from the				
				Major Field				
				Test will be				
				beneficial to the				
				program and the				
				students.				

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

Wicasure 4					
Performance	Description of	Areas of	Analysis and	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Action Taken	Action Taken	available data up to live years)
(Competency)	Instrument			(occurs in the	
				following year)	)
The institution	Peregrine	Performance	Two semesters	Because the	
mean PAS score	Assessment	is slightly	of data are	Division of	100
will be above all	Test	below target.	insufficient for	Business	
publicly owned			meaningful	switched from	
institutions.	Direct		analysis.	Major Field	80
	External			Test to	
	Summative		After AY 2015-	Peregrine in AY	/
	Comparative		2016, when there	2014-2015,	60
			are four data	there is no	→NWOSU
			points, the	action to be	40
			faculty will	reviewed.	40 ——Target
			examine the		
			results for trends	The faculty in	20
			and issues. After	receiving the	
			AY 2016-2017,	results from the	
			the results will	Peregrine exam	0
			be annualized.	do agree that	14-15 15-16
				the decision to	
				change from the	
				Major Field	
				Test will be	
				beneficial to the	
				program and the	e
				students.	

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

weasure 5						
Performance	Description of	Areas of	Analysis and	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Year	rs (please graph all
Measure	Measurement	Success	Action Taken	Action Taken	available data up to five years)	
(Competency)	Instrument			(occurs in the		
				following year)		
The institution	Peregrine	Performance	Two semesters	Because the		
mean PAS score	Assessment	is slightly	of data are	Division of	100	
will be above all	Test	below target.	insufficient for	Business	100	
US institutions.			meaningful	switched from		
	Direct		analysis.	Major Field	80	
	External			Test to		
	Summative		After AY 2015-	Peregrine in AY		
	Comparative		2016, when there	2014-2015,	60	
			are four data	there is no		<b>→</b> NWOSU
			points, the	action to be		110000
			faculty will	reviewed.	40	<b>─</b> Target
			examine the	Tevieweu.		Target
			results for trends		20 —	
			and issues. After			
			AY 2016-2017,			
			the results will		0 +	
			be annualized.		14-15 15-16	
					17-13	

### 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).

Wicasure 0						
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 Year available data up to five years)	s (please graph all
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test  Direct External Summative Comparative	International data is not available.	No action taken.	No action taken.	60 48 50 40 30 20 10 0 14-15 15-16	NWOSU Target

## 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).

Wicasarc 1					
Performance Measure (Competency)  In 12 CPC indicators collectively at or above median score	Description of Measurement Instrument  Peregrine Assessment Test  Direct External Summative Comparative	Areas of Success  Performance is below target.  AY15-16, none (0) of the 12 CPC were above the median score.	Analysis and Action Taken  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 of Action Taken (occurs in the following year) The PAS exam will provide reliable data regarding student scores on the 12 CPC.	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  14 12 10 8 NWOSU 6 4
					4 2 0 14-15 15-16

**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.

		Analysis	of Results			
Measure (Competency) M	Description of Measurement Instrument Research presentations	Areas of Success Performance is slightly below	Analysis and Action Taken  Two semesters of data are	Results of Action Taken  Areas of weakness	Insert Graphs or Tables of Resulting Trends for 3-5 Year available data up to five years)  Communication Skills	rs (please graph all
score at or higher than acceptable on a faculty- approved rubric.  A  E  A  I	reschations were assessed by faculty using he Presentation Assessment Rubric (Plan Attachment I)  Direct Formative	target.	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.	are identified and adjustments to the class presentation of information and team assignment have been made to improve performance outcomes.	100 80 60 40 20 0 14-15 15-16	NWOSU Target

### 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.

		Analysis	of Results			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	available data up to five years)	all
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Papers were assessed using the Written Communicati on Assessment Rubric (Plan Attachment 2) Direct Formative Internal	Performance is above target but declining	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	Scores have declined in numerical value as faculty are adjusting to the new measuremen t rubric. More time is needed to determine what students' actual performance	100 80 NWOSU 40 Target	
			results to identify potential trends and issues will be made.	is and if the initial measuremen t is a true reflection of skills.	en 14-15 15-16	

**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.

	_	Analysis	of Results		
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	Detailed	Performance is	In AY 2015-2016	Because	Communication Skills
students must score at or higher than acceptable on a	analyses were assessed using the Written Communicati	below target.	a new required course was added to the Business and Accounting	Business Environment was introduced	100
faculty- approved rubric.	on Assessment		curricula – Business	in AY 2015- 2016, it will	60
	Rubric (Plan Attachment 2)		Environment. In that class	be AY 2017- 2018 before	→ NWOSU
			business writing skills are	any meaningful	40 ——Target
	Direct Summative Internal		introduced to the students.	data will be available to assess the	20
				success of this action. Additional changes in	0 14-15 15-16
				curriculum and course assignments	
				have been introduced	
				to help improve	
				writing skills.	

#### 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.

		Analysis	of Results			
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 Ye available data up to five years)	ars (please graph all
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.  AY15-16 scores continued to drop below the target 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. The rubric 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. Other changes to overall business curriculum with more presentations should have a positive influence on scores in upcoming years.	Communication Skills  100 80 60 40 20 AY 14-15 AY 15-16	NWOSU Target

#### **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	Description of	Areas of	Analysis and	Results of	Inse	rt Graphs or Tables of	Resulting Trends for 3-5 Year	rs (please graph all
Measure	Measurement	Success	Action Taken	Action Taken		avai	lable data up to five years)	
(Competency)	Instrument			(occurs in the				
				following year)				
80% of the	The assignment	Performance	This is a new	The action	100 ¬			_
students will	was assessed	is near or	measure that was	taken was in	100			
demonstrate	using the	below target.	added in AY	AY 2015-2016				
(meet or	Critical		2014-2015.	and therefore, it	80 -			_
exceed)	Thinking		Prior to this	will be at least			<del></del>	
acceptable	Assessment		measure, there	two academic				
critical thinking	Rubric (Plan		was no formative	years before the	60 -			_
abilities using a	Attachment 4)		measure	impact of				<b>→</b> NWOSU
faculty-			regarding critical	introducing the	40 -			Tourst
approved rubric.	Direct		thinking. Based	concept of				Target
	Formative		on prior	critical thinking				
	Internal		summative	to students in	20 -			_
			assessment and	Business				
			observations by	Environment				
			faculty, it was	can be	0 ⊣		I	_
			determined that	measured for		14-15	15-16	
			critical thinking	success.				
			was not formally	Assignments				
			introduced to the	added in				
			students. A new	GBUS1021				
			required class,	introduce				
			Business	students to				
			Environment,	critical thinking				
			was added to the	skills.				
			curriculum in					
			AY 2015-2016.					
			Critical thinking					
			is now					
			introduced in this					
			class.					

#### **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**

		Analysi	s of Results		
Performance	Description of	Areas of	Analysis and	Results of	
Measure	Measurement	Success	Action Taken	Action Taken	
(Competency)	Instrument			(occurs in the following year)	
80% of the students will demonstrate (meet or	Students submitted detailed case analyses and	Performance is at or below target.	This is a new rubric that was added in AY 2014-2015.	Students are introduced to case studies and situations to	100
exceed) acceptable critical thinking	were assessed on items 3-5, 8- 9, and 11-12 of	A significant drop occurs between AY14-15	Prior to this measure, the summative	develop their critical thinking skills. It will	ng
abilities by scoring 20 points or higher on the faculty-	Case Analysis Assessment Rubric (Plan Attachment 3)	and AY15- 16.	measure regarding critical thinking was not measuring what	take two years before the students who are entering the	NWOSU  40  Target
approved rubric	Direct	data is	the SLO was targeting. Based	program are taking	20
	Summative External	determine a more	on that prior summative	MGMT4433 and	0 14.15
	Comparative	appropriate level of performance.	assessment and observations by faculty, it was determined that critical thinking was not formally introduced to the students. A new required class,	demonstrate their skills.	14-15 15-16

#### 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.

		Analysis	of Results		
Performance Measure (Competency)  80% of the students must	Description of Measurement Instrument  Peer Evaluations	Areas of Success  Performance is at or near	Analysis and Action Taken  A new required class, Business	Results of Action Taken (occurs in the following year) Instructors have not settled	100
students must score at or higher than the acceptable on a faculty-approved rubric.	Indirect Formative Internal	target.*	Environment, was added to the curriculum in AY 2015-2016. Teamwork is now introduced in this class	on one simulation or how to implement the necessary assignment in MRKT3043 to provide any reasonable results at this time. Marketing faculty will continue to work to find an instrument that will enhance students' learning in this	80 NWOSU 40 Target 20 14-15 15-16

<sup>\*</sup> Data for Fall 2015-16 was based on the use of a non-approved rubric.

#### 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.

		Analysis of	of Results					
Performance	Description of	Areas of	Analysis and	Results of	Inse	rt Graphs or Tables of Res	sulting Trends for 3-5 Yea	ars (please graph all
Measure	Measurement	Success	Action Taken	Action Taken		availabl	e data up to five years)	
(Competency)	Instrument			(occurs in the				
				following year)	_			
80% of the	Peer	Performance is	Based on prior	GBUS1021	100 -			_
students must	Evaluations	below target.	summative	introduces the	100			
score at or			assessment and	concept of				
higher than the	Indirect	A large	observations	teamwork and	80 -			_
acceptable on	Formative	increase in	by faculty, it	team member				
a faculty-	Internal	scores occurred	was	evaluation. As			•	
approved		between AY14-	determined that	more team	60 -			_
rubric.		15 and AY15-	teamwork was	work is				<b>→</b> NWOSU
		16. More data	not formally	introduced in	40 -			Tt
		is needed to	introduced to	additional	40			— Target
		determine an	the students. A	classes and				
		appropriate level of	new required	students	20 -			_
			class, Business	become more				
		performance.	Environment, was added to	comfortable				
			the curriculum	with evaluating their	0 -		T	$\neg$
			in AY 2015-	teammates, this		14-15	15-16	
			2016.	measure should				
			Teamwork is	reflect more				
			now introduced	accurately				
			in this class.	student				
			in this class.	performance.				

#### 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.

		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.	Long-term impact of curriculum changes will be identified with more time.	100 80 60 40 20 AY 14-15 AY 15-16	1

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.

		Analysis of	of Results		
Performance Measure (Competency) collectively the students	Description of Measurement Instrument  PAS	Areas of Success Performance is near or below	Analysis and Action Taken  Two academic years of data	Results of Action Taken (occurs in the following year) Two data points does not	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  100
in the testing cohort should be at or above the mean score	Direct Summative External	target.  A large drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance.	are insufficient for meaningful analysis. Question of relevancy of the AY15-16 results will need to be made in future years if this was an anomaly or an actual reflection of student skills.	identify any trend. However, the cohort taking the PAS in AY15-16 scored significantly below the median score.	80 60 40 Target

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.

		Analysis	of Results		
Performance Measure (Competency)  In the PAS	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken  Two years of	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
Leadership score (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	Direct Summative External	at or above target.  A large drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	three consecutive years will be used to determine how well students are performing against their Region 6 colleagues.	80 60 40 20 0 14-15 15-16

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.

		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.  A drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing against their colleagues in accredited programs.	100 80 60 40 Target 20 0 14-15 15-16	

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.

		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.  A small drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored slightly below the target score.	The score after three consecutive years will be used to determine how well students are performing against colleagues in public institutions.	100 80 60 40 14-15 15-16

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.

		Analysis	of Results		
Performance Measure (Competency)	Description of Measurement Instrument  PAS	Areas of Success	Analysis and Action Taken  Two years of	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
frequency correct score will be above the frequency correct score of all institutions inside the United States	Direct Summative External	near but below target.  A small drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	three consecutive years will be used to determine how well students are performing against their colleagues in institutions across the US.	80 60 40 Target 20 0 14-15 15-16

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.

		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	No data available for international institutions.	International data is not available for this measurement.	No action to be taken.	100 80 60 40 14-15 15-16

#### **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

Analysis of Results	
Performance Measure (Competency)  80% of the students must score at or higher than approved rubric.  Performance Measurement (Competency)  Performance Success  Performance Success  Performance is below target.  Performance target is below target.  Performance is below target.	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  100  80

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

Measurement	C			
Measurement	Success	Taken	Action Taken	available data up to five years)
Instrument			`	
			following year)	
Business	As of AY	Changes made in	Additional data	Ethical Decision Making
Policy case	2013-14,	assignment required	are needed to	· · · · · · · · · · · · · · · · · · ·
analysis as	student	elements have made	determine the	
assessed	scores re:	an impact upon	actual	100 —
using Case	"Considered	student ability to	performance of	
Analysis	Stakeholder	analyze ethical	students. The	80
Assessment	Analysis"	impact upon	assignment has	00
Rubric (items	have met	management	remain	
6-7 and 10-	expectations.	decisions.	unchanged so	60
11)			that any	→NWOSU
	Scores have	Long-term trend	changes can be	
Direct	been lower	cannot be	related to	40 Target
Summative	since AY13-	determined with	student	
Internal	14.	only three data	performance	20
		points.	and not	
			instrument	
			used.	0 +
				AY 13-14 AY 14-15 AY 15-16
	Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10- 11) Direct Summative	Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10- 11) Scores have been lower Summative Suntable As of AY 2013-14, student scores re: "Considered Stakeholder Analysis" have met expectations.	Business	Business As of AY 2013-14, assignment required are needed to determine the assessed using Case "Considered Analysis Stakeholder Assessment Analysis" impact upon susing Citems 6-7 and 10- Scores have Direct Summative Internal 14. Sensitive Market Sustained Internal following year)  Changes made in assignment required elements have made are needed to determine the actual performance of student ability to analyze ethical impact upon assignment has remain decisions. Unchanged so that any changes can be related to student ability to analyze ethical impact upon assignment has remain decisions. Unchanged so that any changes can be related to student only three data points.

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

Measure (Competency)  On the PAS Screeting Section Direct ber (Business or Accounting) collectively  Measurement Instrument  Measurement Instrument  PAS Screeting immative Assummative Assummative Assummative Assummative Instrument	Success  Scores have improved are abetween may 14-15 stand AY15-	Analysis and Action Taken  Two years of data are insignificant to make any definitive statement. However, scores for AY15-16	Results of Action Taken (occurs in the following year) Scores after three years will be used to determine if the	Ethical Decision Making
Ethics section Direct ber (Business or Summative Axcounting) collectively External 16	improved an obetween AY14-15 stand AY15-	are insignificant to make any definitive statement. However,	Scores after three years will be used to determine if the	Ethical Decision Making
(Business or Accounting) Collectively Summative External and 16	AY14-15 st and AY15- sc	statement. However,	determine if the	100
cohort should be at hig	aı	increased drastically and were above target.	improvement was a sustainable improvement or just an anomaly.	80 60 40 Target 20 0 14-15 15-16

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

D C		A C		D 1, C	
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	Scores have	Two years of data	Faculty will	Ethical Decision Making
Ethics		improved	are inconsequential	continue	· · · · · · · · · · · · · · · · · · ·
section	Direct	minimally.	to make any	monitoring the	
(Business or	Summative		definitive	outcomes to see	100 —
Accounting)	External	Performance	conclusion.	if the results	
the testing		is slightly		hold true over	
cohort		higher than	However, the cohort	several testing	80
frequency		target, but	taking the PAS	periods.	
correct score		not	during AY15-16	1	60
will be		significantly	scored higher than		→NWOSU
higher than		above target.	the previous cohort		IVW030
the ACBSP		usove target.	and slightly above		40 Target
Region 6		•	the target.		Turget
-			the target.		
frequency					20
correct score					
					0
					14-15 15-16

## **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	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Year	s (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)	
(Competency)	Instrument			(occurs in the		
				following year)		
The	PAS	Scores have	Two years of data	Faculty will	Ethical Decision Making	
institution		improved	are inconsequential	continue		
frequency	Direct	minimally.	to make any	monitoring the		
correct score	Summative		definitive	outcomes to see	100	
will be	External	Performance	conclusion.	if the results		
above the		is slightly		hold true over		
frequency		higher than	However, the cohort	several testing	80	
correct score		target, but	taking the PAS	periods.		
of all		not	during AY15-16	1	60	
ACBSP		significantly	scored higher than			- NIMOCII
institutions.		above target.	the previous cohort			→ NWOSU
mstrutions.		above target.	and slightly above		40	<b>─</b> Target
		•	the target.			raiget
			the target.			
					20	
					0	
					14-15 15-16	

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

Wicasure 0					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	Scores have	Two years of data	Faculty will	Ethical Decision Making
institution		improved	are inconsequential	continue	• • • • • • • • •
frequency	Direct	minimally.	to make any	monitoring the	
correct score	Summative		definitive	outcomes to see	100
will be	External	Performance	conclusion.	if the results	
above the		is slightly		hold true over	80
frequency		higher than	However, the cohort	several testing	00
correct score		target, but	taking the PAS	periods.	
of all		not	during AY15-16		60
Publicly		significantly	scored higher than		→NWOSU
Owned		above target.	the previous cohort		
Universities			and slightly above		40 Target
institutions			the target.		
			_		20
					20
					0
					14-15 15-16
					25 25

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

Wicasure 1									
Performance	Description of	Areas of	Analysis and Action	Results of	Ins	ert Graphs or Tal		ulting Trends for 3-5 Y	ears (please graph all
Measure	Measurement	Success	Taken	Action Taken			available	data up to five years)	
(Competency)	Instrument			(occurs in the					
				following year)					
The	PAS	Scores have	Two years of data	Faculty will			Ethical i	<b>Decision Making</b>	ø
institution		improved	are inconsequential	continue					5
frequency	Direct	minimally.	to make any	monitoring the					
correct score	Summative		definitive	outcomes to see	100				_
will be	External	Performance	conclusion.	if the results					
above the		is slightly		hold true over					
frequency		higher than	However, the cohort	several testing	80				_
correct score		target, but	taking the PAS	periods.					
of all		not	during AY15-16	•	60				
institutions		significantly	scored higher than						<b>→</b> NWOSU
inside the		above target.	the previous cohort						110030
United			and slightly above		40				— Target
States.			the target.						8
States.			the target.		1 20				
					20				_
						1.1.1	- '	45.46	'
						14-1	5	15-16	

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

Wicasarc 0					
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	PAS	One data point is	Data from international	No action to be taken.	Ethical Decision Making
frequency correct score will be above the frequency correct score of all institutions outside the United States.	Direct Summative External	insignificant to make any conclusions.	institutions is not available.		100 80 60 40 Target 20 0
					14-15 15-16

#### 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.

		Analysis o	of Results			
Performance Measure (Competency)	Description of Measurement Instrument  MGMT 4433	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year) Students will	Insert Graphs or Tables of Resulting Trends for 3-5 Years available data up to five years)	(please graph all
students must score at or higher than the acceptable on a faculty- approved rubric.	Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3) Direct Summative Internal	been below target but improvement has been made in scores.	improved from 47-60%.  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	continue to receive a sample of a written case study as a guide to use. Additional written assignments in other classes are needed to help reinforce these concepts.	100 80 60 40 20 0 AY 14-15 AY 15-16	NWOSU Target

#### 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

		Analysis	s of Results			
Performance Measure (Competency) 80% of the students will	Description of Measurement Instrument  In ACCT 4133 Accounting	Areas of Success Data has not been	Analysis and Action Taken  Volatility in faculty teaching	Results of Action Taken (occurs in the following year) No action to be reviewed.	Insert Graphs or Tables of Resulting Trends for 3-5 Year available data up to five years)  100	s (please graph all
score at or higher than acceptable on a faculty-	Information Systems students complete a	provided.	this course has resulted in no data being collected.		80	-
approved rubric	computer software project with a written report as assessed by		Consistency in assigning courses taught to one faculty		40	NWOSU  Target
	Accounting/Bo okkeeping Software Assessment		should remove this hindrance to collecting appropriate data.		20	-
	Rubric (Plan Attachment 7)				14-15 15-16	
	Direct Summative Internal					

#### 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.

		Analysis	of Results		
Performance Measure (Competency)	Description of Measurement Instrument  In ACCT 3153	Areas of Success	Analysis and Action Taken  Results are	Results of Action Taken (occurs in the following year) No action to	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
students will score at or higher than acceptable on a faculty- approved rubric	Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8)  Direct Summative Internal	is below target.*	below target set. New rubric and teaching concepts may be attributed to low scores.  Additional data over more years will be needed to make any reasonable conclusion.	be reviewed.	100 80 60 40 Target 20 0 14-15 15-16

<sup>\*</sup> 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.

		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 available data up to five years)	(please graph all
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	Student scores have been above the target.	Faculty turnover has occurred. New faculty teaching this course will be instructed about the assessment tools and topics.	No action to be reviewed.	100 80 60 40 20 0 14-15 15-16	NWOSU Target

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

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

		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)	Performance is above and/or below target.	Students' skills are developed in multiple courses from high school through their collegiate experience that require MS Word.	No action to be taken.	100 80 60 40 Target
	Direct Summative Internal				14-15 15-16

**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

		Analysi	s 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 available data up to five years)	all
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.	The score after three consecutive years will be used to determine how well students are performing.	No action to be reviewed.	100 80 60 40 20 0 14-15 15-16	

**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

		Analysi	s 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 80% or higher on the test.	Standards test in ACCT 3113 Direct Summative External	Performance is above target but is statistically insignificant.	The score after three consecutive years will be used to determine how well students are performing	No action to be reviewed.	100 80 60 40 Target 20 0 14-15 15-16

**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

		Analysis	s of Results			
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 g available data up to five years)	raph all
students will score 80% or higher on the test.	Standards test in ACCT 4303  Direct Summative External	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the previous cohort.	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.		NWOSU Target

## **3)** Graduating students should recognize ethical conduct in Accounting. In MGMT 4433 Business Policy students will take the PAS assessment.

meacare i					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	Performance	Two years of data	The score after	<b>Ethical Decision Making</b>
Ethics		is below	are insignificant to	three	
section	Direct	target.	make any definitive	consecutive	
(Business or	Summative		conclusion.	years will be	100 —
Accounting)	External			used to	
collectively			However, the cohort	determine how	
he students			taking the PAS	well students	80
in the testing			during AY15-16	are performing	
cohort			scored well below		60
should be at			the target score.		→NWOSU
or above the			_	Recruiting a	
50 <sup>th</sup>				qualified and	40 ——Target
percentile				effective	
•				accounting	20
				instructor is	
				needed to	
				replace the	0 +
				faculty member	14-15 15-16
				who left.	2.25

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

Wieasure 2	•				
Performance Measure	Description of Measurement	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)
(Competency)	Instrument	Buccoss	Tuken	(occurs in the following year)	available data up to live years)
On the Ethics	PAS	Performance is below	Two years of data are insignificant to	The score after three	Ethical Decision Making
section (Business or Accounting)	Direct Summative External	target.	make any definitive conclusion.	consecutive years will be used to	100
the testing cohort frequency			However, the cohort taking the PAS during AY15-16	determine how well students are performing	80
correct score will be			scored well below the target score.	are performing	60 NWOSU
higher than the ACBSP Region 6					40 Target
frequency correct score					20
					14-15 15-16

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

Micasarc	·				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the	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 below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohorts.	following year) The score after three consecutive years will be used to determine how well students are performing.	Ethical Decision Making  100 80 40 40 Target 20 0 14-15 15-16

## **3)** Graduating students should recognize ethical conduct in Accounting. In MGMT 4433 Business Policy students will take the PAS assessment.

MCasarc 4	7				
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	Performance	Two years of data	The score after	Ethical Decision Making
institution		is below	are insignificant to	three	
frequency	Direct	target.	make any definitive	consecutive	
correct score	Summative		conclusion.	years will be	100 —
will be	External			used to	
above the			However, the cohort	determine how	
frequency			taking the PAS	well students	80
correct score			during AY15-16	are performing.	
of all			scored well below		60
Publicly			the target score and		→ NWOSU
Owned			lower than previous		
Universities			cohorts.		40 ——Target
institutions					
					20
					20
					0 +
					14-15 15-16
					22
	1	1			

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

Wieasure 3					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken Two years of data	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  Ethical Decision Making
institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	Direct Summative External	is below target.	are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohorts.	three consecutive years will be used to determine how well students are performing.	70 60 50 NWOSU 30 Target 20 10 0 14-15 15-16

## **3)** Graduating students should recognize ethical conduct in Accounting. In MGMT 4433 Business Policy students will take the PAS assessment.

Weasure 0	·					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the	Insert Graphs or Tables of Resulting Trends for 3-5 Years available data up to five years)	(please graph all
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External		Data from international institutions is not available.	following year) No action taken.	Ethical Decision Making  60 50 40 30 20 10 0 14-15 15-16	NWOSU Target
	1	l	1			

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

Measure 1					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	Performance	Two years of data	The score after	Ethical Decision Making
Accounting		is above or	are insignificant to	three	
section of	Direct	meets target.	make any definitive	consecutive	
the PAS	Summative		conclusion.	years will be	100 —
assessment	External			used to	
test,			However, the cohort	determine how	80
collectively			taking the PAS	well students	
the students			during AY15-16	are performing.	
in the testing			scored above the		60
cohort should be at			target score and		→NWOSU
or above the			lower than previous cohorts.		40 Target
50 <sup>th</sup>			conorts.		Talget
percentile.					
percentile.					20
					0
					14-15 15-16
					14-13 13-10

**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

Wicasarc 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 Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	N/A Refer to Measures 1 and 3.	No comparison data is available.	No action taken.	## Target 15-16

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

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

Measure 5			7			
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all	
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)	
(Competency)	Instrument			(occurs in the		
				following year)		
The	PAS	Performance	Two years of data	The score after	<b>Ethical Decision Making</b>	
institution		is above or	are insignificant to	three		
frequency	Direct	meets target.	make any definitive	consecutive		$\neg$
correct score	Summative		conclusion.	years will be	100 —	
will be	External			used to		
above the			However, the cohort	determine how	80	
frequency			taking the PAS	well students	80	
correct score			during AY15-16	are performing.		
of all			scored well equal to		60	
ACBSP			the target score and		→ NWOSU	,
institutions.			lower than previous			
			cohorts.		40 Target	
					20	
					20	
					0 +	
					14-15 15-16	

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

D C	D	A C	A 1 ' 1 A .'	D 1, C	I (C 1 THE CD 12 TH 1 C 2 TW (1 1 1 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)
The institution frequency correct score will be above the frequency correct score of all Publicly Owned institutions.	PAS Direct Summative External	Performance is above target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored at the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	## Target 15-16

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

Wicasure 3						
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all	
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)	
(Competency)	Instrument			(occurs in the		
				following year)		
The	PAS	Performance	Two years of data	The score after	Ethical Decision Making	
institution		is above or	are insignificant to	three		
frequency	Direct	meets target.	make any definitive	consecutive		$\neg$
correct score	Summative	_	conclusion.	years will be	100 —	
will be	External			used to		
above the			However, the cohort	determine how		
frequency			taking the PAS	well students	80 —	
correct score			during AY15-16	are performing.		
of all			scored at the target	1 0	60	
institutions			score and lower than		→NWOSU	.
inside the			previous cohorts.		INVVOSO	'
United			provious conorts.		40 Target	
States.					- Tunger	
States.						
					20	
					14-15 15-16	

## **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	Description of	Areas of	Analysis and Action	Results of	Insert G		esulting Trends for 3-5 Ye	ars (please graph all
Measure	Measurement	Success	Taken	Action Taken		availab	le data up to five years)	
Competency)	Instrument			(occurs in the				
				following year)				
The	PAS	N/A		No action to be		Ethica	l Decision Making	
nstitution		Refer to		taken.				
requency	Direct	Measure 1.						
correct score	Summative				100 —			_
vill be	External							
bove the					00			
requency					80			_
correct score						•		
of all					60 —			_
nstitutions								<b>→</b> NWOSU
outside the								1444030
Jnited					40			− <b>−</b> Target
States.								
rates.					20			
					20 +			_
					0 —			
								'
						14-15	15-16	

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

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	Data not collected.	No action taken.	No action to be taken.	100 80 60 NWOSU 40 20 14-15 15-16

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  PAS Test	Areas of Success	Analysis and Action Taken Two years of	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
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.	Direct Summative External	dropped significantly between AY14-15 and AY15- 16. AY14- 15 each Management minor student taking the PAS scored above the non- Management students on management	data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and the previous cohort.  AY14-15 is probably an	three consecutive years will be used to determine how well students are performing	100 80 60 NWOSU 40 20
		topics.	anomaly.		0 + 14-15 15-16

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 Res available	sulting Trends for 3-5 ve 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 years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohort.	The score after three consecutive years will be used to determine how well students are performing	100 — 80 — 60 — 40 — 20 —	14-15	15-16	NWOSU Target

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  PAS Test	Areas of Success	Analysis and Action Taken  Two years of	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
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.	Direct Summative External	is below target.  Performance of Marketing Majors appears to be superior to non-Marketing majors.	data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored above the previous cohort but still below the target score.	three consecutive years will be used to determine how well students are performing.	100 80 60 40 NWOSU MRKT 20 0 14-15 15-16

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	s 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	No action taken.	No actions to review.	100 80 60 40 20 0 14-15 15-16

**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.

	Analysis of Results				
Performance Measure (Competency)  80% of the students must score at or higher than the acceptable on a faculty- approved rubric	Description of Measurement Instrument  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	Analysis of Success  Areas of Success  Performance has improved between AY14-15 cohort and AY15-16 cohort.	Analysis and Action Taken  Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well above previous cohort and above target.	Results of Action Taken (occurs in the following year) The score after three consecutive years will be used to determine how well students are performing	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  100 80 40 NWOSU 20
	Internal				14-15 15-16

**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.

	Analysis of Results				
Performance Measure (Competency)  80% of the students must score at or higher	Description of Measurement Instrument  Stockholder presentations using the PowerPoint	Areas of Success  Scores have improved between AY14-15 cohort and	Analysis and Action Taken  Two years of data are insignificant to make any	Results of Action Taken (occurs in the following year) The score after three consecutive years will be	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)  100
than the acceptable on a faculty- approved rubric	Assessment Rubric (Plan Attachment 11) Direct Summative Internal	AY15-16 cohort.	definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well	used to determine how well students are performing	80 60 NWOSU 40 Target
			above the AY14-15 cohort and slightly above the target score.		0 14-15 15-16

**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** 

		Analysis	of Results			
Performance Measure (Competency)	Description of Measurement Instrument  Excel	Areas of Success  Performance is	Analysis and Action Taken	Results of Action Taken (occurs in the following year) The score after	Insert Graphs or Tables of Resulting Trends for 3-5 Years available data up to five years)	(please graph all
students must score at or higher than the acceptable on a faculty- approved rubric	assignment (or compatible software) format using the Excel Assessment Rubric (Plan Attachment 13) Direct Summative Internal	below target.*	data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score	three consecutive years will be used to determine how well students are performing	100 80 60 40 20 0 14-15 15-16	NWOSU Target

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

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

#### Measure 1

ivicasure i					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	Performance	Two years of data	The score after	Ethical Decision Making
Ethics		is below	are insignificant to	three	6
section	Direct	target.	make any definitive	consecutive	
(Business or	Summative		conclusion.	years will be	100
Accounting)	External			used to	
collectively			However, the cohort	determine how	80
the students			taking the PAS	well students	
in the testing			during AY14-15 and	are performing	
cohort			the cohort taking the		60
should be at			PAS during AY15-		→ NWOSU
or above the			16 scored equal.		40 Target
50 <sup>th</sup>					40 ——Target
percentile.					
					20 —
					0
					14-15 15-16

(See page 27)

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

#### Measure 2

Performance	Description of	Areas of	A 1 ' 1 A 4'		I (C 1 TH) (D 1) T 1 C 2 T Y (1 1 1 1
		Aicas Oi	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	Scores are	Two years of data	The score after	Ethical Decision Making
Ethics		near target	are insignificant to	three	
section	Direct	set.	make any definitive	consecutive	
(Business or	Summative		conclusion.	years will be	100 —
Accounting)	External			used to	
the testing			However, very little	determine how	
cohort			change in scores has	well students	80
frequency			taken place between	are performing.	
correct score			the AY14-15 and		60
will be			AY15-16 cohorts.		→NWOSU
higher than					_
the ACBSP					40 <del>                                  </del>
Region 6					
frequency					20
correct score					
					0
					14-15 15-16

(See page 29)

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

## Measure 3

_					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	Scores are	Two years of data	The score after	Ethical Decision Making
institution		near or at	are insignificant to	three	Difficul Decision Making
frequency	Direct	target.	make any definitive	consecutive	
correct score	Summative	C	conclusion.	years will be	100
will be	External			used to	
above the			However, very little	determine how	
frequency			change in scores has	well students	80 —
correct score			taken place between	are performing.	
of all			the AY14-15 and	1 0	60
ACBSP			AY15-16 cohorts.		→NWOSU
institutions.					· ·
					40 Target
					20
					20
					0
					14-15 15-16
					17 15

(See page 30)

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	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph a 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	Scores are near or at target.	Two years of data are insignificant to make any definitive conclusion.  However, very little change in scores has taken place between the AY14-15 and AY15-16 cohorts.	(occurs in the following year)  The score after three consecutive years will be used to determine how well students are performing.	Ethical Decision Making  100 80 40

(See page 31)

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

#### Measure 5

Weasure 3					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	Scores are	Two years of data	The score after	<b>Ethical Decision Making</b>
institution		near or at	are insignificant to	three	
frequency	Direct	target.	make any definitive	consecutive	
correct score	Summative		conclusion.	years will be	100 —
will be	External			used to	
above the			However, very little	determine how	80
frequency			change in scores has	well students	00
correct score			taken place between	are performing.	
of all			the AY14-15 and		60
institutions			AY15-16 cohorts.		→NWOSU
inside the					
United					40 ——Target
States.					
					20
					0 +
					14-15 15-16

(See page 32)

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

#### Measure 6

wicasure o					
Performance Description of Measure (Competency) Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph al available data up to five years)	I
(Competency) Instrument			following year)		
The PAS nstitution		Data from international	No action taken.	<b>Ethical Decision Making</b>	
frequency correct score will be above the frequency correct score of all institutions outside the United States.		institutions is not available.		100 80 60 40 Target 20 0 14-15 15-16	

(See page 33)

## 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

		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 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	No students.	No action to be taken.	No action to be taken.	There have been no students graduating with the Bachelor of Science in Organizational Leadership.

# **2)** Graduating students should recognize ethical conduct in Business. Graduating students will take the PAS test in ORGL 4553 Capstone class.

Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	• • •
				following year)	
On the	PAS	No students.	No action to be	No action to be	
Ethics			taken.	taken.	
section	Direct				
(Business or	Summative				
Accounting)	External				There have been no students graduating with
collectively					the Bachelor of Science in Organizational
the students					· · · · · · · · · · · · · · · · · · ·
in the testing					Leadership.
cohort					<u> </u>
should be at					
or above the					
50 <sup>th</sup>					
percentile.					

# **2)** Graduating students should recognize ethical conduct in Business. Graduating students will take the PAS test in ORGL 4553 Capstone class.

	-				
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	No students.	No action to be	No action to be	
Ethics			taken.	taken.	
section	Direct				There have been no students graduating with
(Business or	Summative				the Bachelor of Science in Organizational
Accounting)	External				·
the testing					Leadership.
cohort					
frequency					
correct score					
will be					
higher than					
the ACBSP					
Region 6					
frequency					
correct score					

# **2)** Graduating students should recognize ethical conduct in Business. Graduating students will take the PAS test in ORGL 4553 Capstone class.

inioadar o o	•				
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	No students.	No action to be	No action to be	
institution			taken.	taken.	
frequency	Direct				
correct score	Summative				There have been no students graduating with
will be	External				the Bachelor of Science in Organizational
above the					g
frequency					Leadership.
correct score					
of all					
ACBSP					
institutions.					

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

Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	No students.	No action to be	No action to be	
institution			taken.	taken.	
frequency	Direct				
correct score	Summative				There have been no students graduating with
will be	External				the Bachelor of Science in Organizational
above the					Leadership.
frequency					Leadership.
correct score					
of all					
Publicly					
Owned					
Universities					
institutions					

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

Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	No students.	No action to be	No action to be	
institution			taken.	taken.	
frequency	Direct				
correct score	Summative				There have been no students graduating with
will be	External				the Bachelor of Science in Organizational
above the					
frequency					Leadership.
correct score					
of all					
institutions					
inside the					
United					
States.					

Measure 6		me PAS test in	ORGL 4553 Capston	e ciass.	
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	No students.	No action to be taken.	No action to be taken.	There have been no students graduating with the Bachelor of Science in Organizational Leadership.

## 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.

		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 show at least a 50% reduction in errors from the pre-test.	A pretest will be administered by the program advisor before students take their first class in the program.	No students.	No action to be taken.	No action to be taken.	
	A post-test will be administered in the MGMT 4433 Business Policy. Direct Summative Internal				No Technical Management major has taken both the pre-test and the post-test.

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

#### Measure 1

Wieasure i					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
On the	PAS	One student	No action taken.	No action	
Ethics		scored near		taken.	100
section	Direct	the target.	One student cannot		
(Business or	Summative	N=1.	provide reliable data.		
Accounting)	External				80
collectively					
the students					
in the testing					60
cohort					→NWOSU
should be at					40 —Target
or above the					Talget
50 <sup>th</sup>					
percentile.					20
1					
					0
					· · · · · · · · · · · · · · · · · · ·
					14-15 15-16

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

## Measure 2

Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure (Competency)	Measurement Instrument	Success	Taken	Action Taken (occurs in the following year)	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	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	100 80 60 40 14-15 15-16

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

#### Measure 3

Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument	Buccess	Tunch	(occurs in the	available data up to 1170 years)
(competency)	11100101110111			following year)	
The	PAS	One student	No action taken.	No action	
institution		scored near		taken.	100
frequency	Direct	the target.	One student cannot		100
correct score	Summative	N=1.	provide reliable data.		
will be	External				80
above the					
frequency					60
correct score					
of all					→ NWOSU
ACBSP					40 —Target
institutions.					
					20
					20
					14-15 15-16

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

#### Measure 4

Wicasarc -	7				
Performance Measure	Description of Measurement	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)
(Competency)	Instrument			(occurs in the following year)	-
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	100 80 60 40 14-15 15-16

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

#### Measure 5

modeare					
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	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	100 80 60 40 20 0 14-15 15-16

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

#### Measure 6

Weasure 0					
Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The	PAS	One student	No action taken.	No action	
institution		scored near		taken.	
frequency	Direct	the target.	One student cannot		100
correct score	Summative	N=1.	provide reliable data.		100
will be	External				
above the					80 —
frequency					
correct score					
of all					60
institutions					→NWOSU
outside the					40 Target
United					- raiget
States.					
					20
					0
					· · · · · · · · · · · ·   ·
					14-15 15-16
	1				

#### **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.