

AY 2016-2017 ASSESSMENT REPORT

Issued: Spring 2018 Amended Spring 2019 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 on demand from the publisher's website.

		d have basic k	nowledge of the	12 disciplines of th	II Division of Business the ACBSP Undergraduate Common Professional Component. e Academic Services Assessment Test (PAS).	
Measure 1	VII 4435 Dusines	•			e readenne bervieus rissessment rest (rikb).	
	•		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 gra available data up to five years)	ph a
60% of the students will score above the 50 th percentile on the PAS	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target. No detectable pattern can be observed.	Three years of data indicate that students are performing consistently below expectations. In the OK educational environment in which OK ranks 47 th on educational quality, expectations that students at NWOSU will score above a 50 percentile seems unreasonable.	year) Review the target setting and set a level of measurement that is reasonable for a local, regional university that services rural Oklahoma to attain in a national ranking. The goal has not been close to being met in 3 yrs.	70% 60% 50% 40% 30% 20% 10% 14-15 15-16 16-17	-

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 2

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)
(competency)	mstrument			following year)	
mean PAS scorewill be abovethe ACBSPRegion 6institutions.	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target but consistent.	Performance has been consistent at a mark slightly below the target amount. As review of curriculum and pedagogy continue and stability within faculty, improvements should be attainable.	SLOs and team projects have been implemented to help improve this performance. To date, no measureable impact can be detected. Other processes and instruments may be developed to improve scores.	100 80 60 40 20 0 14-15 15-16 16-17

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 3

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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 five years)
(Competency)	Instrument			(occurs in the	
				following year)	
The institution	Peregrine	Performance	In the OK	SLOs and team	
mean PAS score	Assessment	is below	educational	projects have	100
will be above all	Test	target but	environment in	been	100
ACBSP		consistent.	which OK ranks	implemented to	
institutions.	Direct		47 th on	help improve	80
	External		educational	this	
	Summative		quality,	performance.	
	Comparative		expectations that	To date, no	60
			students at	measureable	→ NWOSU
			NWOSU will	impact can be	
			score above a 50	detected. Other	40 Target
			percentile seems	processes and	
			unreasonable.	instruments	20
				may be	20
				developed to	
				improve scores	
					14-15 15-16 16-17

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 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 Action Taken Action Taken Success available data up to five years) (Competency) Instrument (occurs in the following year) Performance The institution Peregrine Performance has SLOs and team mean PAS score is below been consistent projects have Assessment 100 will be above all target but at a mark slightly Test been implemented to publicly owned consistent. below the target Direct institutions. amount. help improve 80 External this Summative As review of performance. Comparative curriculum and To date, no 60 pedagogy measureable NWOSU continue and impact can be 40 stability within detected. Other Target faculty, processes and improvements instruments 20 should be may be attainable. developed to improve scores 0 Expectations of 14-15 15-16 16-17 student performance being at or higher than all publicly owned institutions is probably unattainable when considering NWOSU's financial limitations, minimal operational infrastructure support, and student body population conventions.

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	e
The institution mean PAS score will be above all US institutions.	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target but consistent.	Performance has been consistent at a mark slightly below the target amount. As review of curriculum and pedagogy continue and stability within faculty, improvements should be attainable. Expectations of student performance being at or higher than all publicly owned institutions is probably unattainable when considering NWOSU's financial limitations, minimal operational infrastructure support, and student body population conventions.	SLOs and team projects have been implemented to help improve this performance. To date, no measureable impact can be detected. Other processes and instruments may be developed to improve scores	n o 100 80 60 40 20 100

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	Description of	Areas of	Analysis and	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph
Measure (Competency)	Measurement Instrument	Success	Action Taken	Action Taken (occurs in the following year)	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. AY 15-16 and 16-17, no student scored high on the 12 CPC indicators.	Performance has been consistent at a mark slightly below the target amount. As review of curriculum and pedagogy continue and stability within faculty, improvements should be attainable. Expectations of student performance being at or higher than all publicly owned institutions is probably unattainable when considering NWOSU's financial limitations, minimal operational infrastructure support, and student body population conventions.	Review whether this measurements is valid or immaterial given the financial and demographic restrictions of the region.	14 12 10 8 6 4 2 0 14-15 15-16 16-17 NWOSU • NWOSU • Target 14-15

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			
Performance Measure (Competency) 80% of the students must	Description of Measurement Instrument Research presentations	Areas of Success Performance is below target and	Analysis and Action Taken Student performance has	Results of Action Taken Continue to offer oral	Insert Graphs or Tables of Resulting Trends for 3-5 Years available data up to five years) Communication Skills	(please graph a
score at or higher than acceptable on a faculty- approved rubric.	were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Formative Internal	improving.	been improved and in AY16-17 meets the target.	assignments for both individual and team assignments. In-class discussions have been added to some courses.		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) 80% of the	Description of Measurement Instrument Papers were	Areas of Success Performance is	Analysis and Action Taken Performance has	Results of Action Taken Some	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years) Communication Skills
students must score at or higher than acceptable on a faculty- approved rubric.	assessed using the Written Communicati on Assessment Rubric (Plan Attachment 2) Direct Formative Internal	above target but falls below target in AY 16-17. Downward decline over all years.	seen a decline for two consecutive years. AY16-17 is below target. Further review of the aggregate performance to take place in AY17-18 to see if the trend continues.	written assignments have been removed from some courses and replaced with oral and team assignments. Not sure if the impact of the curriculum changes has affected this downturn.	100 80 60 40 40 20 0 14-15 15-16 16-17

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		
Measure M (Competency) 80% of the D	Description of Measurement Instrument Detailed malyses were	Areas of Success Performance is below target.	Analysis and Action Taken Small fluctuations are	Results of Action Taken No action taken and	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years) Communication Skills
score at or higher than acceptable on a faculty- approved rubric.	ssessed using he Written Communication Assessment Rubric (Plan Attachment 2) Direct Summative nternal		noted in the outcomes. A change of instructors for MGMT4433 Business Policy took place in AY16-17 and the written assignments were altered. Performance remains below the target area.	see what long-term trend develops.	100 80 60 40 40 20 0 14-15 15-16 16-17

			eloped communica students will prepar		resentation	that will be as	sessed based or	n a faculty-devel	oped rubric.
		Analysis	of Results						
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Gr	1	s of Resulting T available data uj		ears (please graph a
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	The target has been met two out of three years of measurements.	Students are consistently meeting expectations on oral presentations. Oral communication assignments have been added to several courses across the curriculum and	Adding more oral assignments has strengthened student performance. Changing the rubric appears to result in new more beneficial data to analyze for continuous improvement.	100 - 80 - 60 - 40 - 20 -		Communica	ation Skills	→ NWOSU → Target

		F	Program Outo	omes for All	Division of Business	
During MGMT	natives and propo	of Management	students will prep	are a case analysis	demonstrating the ability to identify issues, analyze issues,	develop
Performance Measure (Competency)	Description of Measurement Instrument	Analys Areas of Success	is of Results Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (p available data up to five years)	lease graph all
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. Slight downward trend accelerated in AY16-17.	Students have consistently performed below the target. Performance is not substantially below target amount. Students are under-prepared for critical thinking skills prior to attending NWOSU.	Changes in curriculum has not resulted in positive outputs. Not enough time has passed to determine if the changes have had a negative impact.	100 80 60 40 20 0 14-15 15-16 16-17	→ NWOSU → Target

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	is of Results		
Performance Description of Measure Measurement (Competency) Instrument 30% of the Students	Areas of Success Performance	Analysis and Action Taken Measurements of	Results of Action Taken (occurs in the following year) More case	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
students will demonstrate (meet or exceed) acceptable critical thinking abilities by scoring 20 points or higher on the faculty- approved rubric	is at or below target.	student performance fluctuates drastically over three years of data. Drastic fluctuations reveal no trends or single cause.	studies and class discussions on issues should improve this performance. Faculty demonstrating how to apply critical thinking skills is being done in some classes. This data contradictions previous	100 80 60 40 20 0 14-15 15-16 16-17

		Pr	ogram Outc	omes for All	Division of Business	
During the MRI	KT 3043 Principle	es of Marketing,	the students will		les and demonstrate teamwork skills. Simulation and associated presentation. Peer evaluation on ng a rubric.	of the
		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 Year available data up to five years)	s (please graph all
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.*	No simulation is used in MRKT3043.	No simulation is used in MRKT3043. A review of the relevance of this measurement in future assessment plans and reports needs to take place. Faculty teaching MRKT3043 varies and each uses a different approach and assignment type.	100 80 60 40 20 0 14-15 15-16 16-17	NWOSU Target

* 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 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 Peer Evaluations Indirect Formative Internal	Analysis Areas of Success Performance has improved consistently over 3 years. AY16-17 performance exceeds target.	of Results Analysis and Action Taken Student performance has improved over the time period under review. AY16- 17 performance exceeds the target. More student leadership opportunities	Results of Action Taken (occurs in the following year) Ongoing review of performance will be necessary to see if this increase in ratings is sustainable.	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
			have been introduced in other classes with team assignments and activities which may explain improvement		0 14-15 15-16 16-17
			in 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 o	of Results			
Performance Measure (Competency) 80% of the	Description of Measurement Instrument Peer	Areas of Success Students have	Analysis and Action Taken Team	Results of Action Taken (occurs in the following year) Monitor long-	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.	Evaluations Indirect Summative Internal	scored above or near target. Team work in multiple classes has improved. The reason for the decline in AY16-17 is not understood.	members' self- evaluations are indicating a reduction in performance. Many factors may contribute to this phenomena and long-term data is necessary before any reasonable conclusion can be made.	term ratings to see if the drop is an anomaly or an actual trend has begun developing. Wait for future results.	$ \begin{array}{c} 100 \\ 80 \\ 60 \\ 40 \\ 20 \\ 0 \\ 14-15 \\ 15-16 \\ 16-17 \\ \end{array} $	→ NWOSU → Target

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** Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all Performance Description of Areas of Analysis and Results of Measure Measurement Success Action Taken Action Taken available data up to five years) (Competency) Instrument (occurs in the following year) PAS Collectively Performance is Performance Specific areas 100 of weakness near or below remains below the students in Direct target. the target. can be the testing addressed cohort should Summative 80 External Expecting through be at or above students at an targeted the mean score OK rural assignments 60 and teaching regional university to techniques. 40 perform at or Specific topics - Target above the mean and sub-topics score may be are being 20 analyzed to an determine unreasonable target due to where and how 0 the OK to improve 14-15 15-16 16-17 educational results. environment in which OK ranks 47th on educational quality, including reading and math skills.

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 Results in the	Results of Action Taken (occurs in the following year) Follow-up for	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.	AY16-17 cohort returned to the level of the AY14-15 cohort. No major changes should take place until more data reflects what the true performance level is.	more data to see where the actual level of student performance is.	100 80 60 40 20 0 14-15 15-16 16-17

		Pr	ogram Outc	omes for All	Division of Business
, 0	students are exp Business Policy	· •	U		oles and demonstrate teamwork skills.
		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.	Results are below the target amount. Expecting NWOSU students to score above all ACBSP institutions may not be met on an ongoing basis due to the educational environment background of NWOSU majority student population, Consistency of disparity between student performance and the target score should be Considered.	Continue to monitor the results for any long-term trend. Review is this measurement is reasonable or should be altered because of the local environment from which students are from.	100 80 60 40 20 0 14-15 15-16 16-17 NWOSU Target

		Pr	ogram Outc	omes for All	Division of Business
	students are exp Business Policy				les and demonstrate teamwork skills.
Performance Measure (Competency)	Description of Measurement Instrument	Analysis of Areas of Success	of Results 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.	Student scores have been reasonably steady over the three years under review. Team assignments and activities have been included in some classes for several and the outcomes of those activities seems to be steady.	Continue to monitor the outcomes for consistency and stability of outcomes. No change is necessary at this time.	100 80 60 40 20 0 14-15 15-16 16-17

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** Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all Performance Description of Areas of Analysis and Results of Measure Measurement Success Action Taken Action Taken available data up to five years) (Competency) Instrument (occurs in the following year) The institution PAS Performance is Student scores Continue to 100 near, but below have been monitor the frequency Direct target. reasonably outcomes for correct score steady over the will be above Summative consistency 80 External three years and stability of the frequency under review. outcomes. correct score 60 of all Team -----NWOSU institutions assignments inside the 40 and activities Target United States have been included in 20 some classes for several and the outcomes 0 of those 14-15 15-16 16-17 activities seems to be steady.

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) The institution	Description of Measurement Instrument PAS	Areas of Success No data	Analysis and Action Taken Student scores	Results of Action Taken (occurs in the following year) Continue to	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 outside the United States.	Direct Summative External	available for international institutions.	have been reasonably steady over the three years under review. Team assignments and activities have been included in some classes for several and the outcomes of those activities seems to be steady.	Consider removing this measurement from the assessment report because data from international students is not readily available for comparison.	100 80 60 40 20 0 14-15 15-16 15-16

			Program Outo	comes for All	II Division of Business
, .		ety & Governm			ments. erify the use of ethical decision-making processes
Performance Measure (Competency) 80% of the students must score at or higher than acceptable on a faculty- approved rubric.	Description of Measurement Instrument Deepwater simulation Direct Formative External	Analysis Areas of Success Performance is below target.	s of Results Analysis and Action Taken Student scores have improved each year during the review period. A continuation to monitor and assess student scores will continue.	Results of Action Taken (occurs in the following year) Follow-up next year to see if trend continues upward of if it plateaus.	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)

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

Performance Measure (Competency)Description of Measurement InstrumentAreas of SuccessAnalysis and Action TakenResults 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 rubric.Business Policy case analysis as acceptable on a faculty- rubric.Scores have sightly over the observation InternalSlight improvements studiets are studiets are studiets are studiets are been added to various courses to help improve skills in this area.Results of Action Taken (occurs in the following year)100 0Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)100 0Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)100 11)Direct Summative Internal11)Direct Summative Internal11)Direct Summative Internal11)Direct Summative Internal110Direct Summative Internal111Direct Summative Internal112Direct Summative Internal113Direct Summative Internal114-1515-16114-1515-16114-1515-16	Medsule 2					
(Competency)Instrument(occurs in the following year)80% of the studentsBusiness Policy case analysis as at or higher using Case acceptable on a faculty- approved rubric.Scores have improved slightly over the observation period.Slight improvements have been seen in the scoring. A change of faculty of MGMT4433 took place in AY16-17. Students remain below the target. Additional case skills in this area.Additional case studies have been added to various courses to help improve skills in this area.Ethical Decision Making100 000000110000011000001001100001001100011000100 <td>Performance</td> <td>Description of</td> <td>Areas of</td> <td>Analysis and Action</td> <td>Results of</td> <td>Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all</td>	Performance	Description of	Areas of	Analysis and Action	Results of	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
80% of the students Business Policy case analysis as at or higher than Scores have improved slightly over than Scores have improved slightly over the observation period. Slight improvements have been seen in the scoring. A change of faculty of place in AY16-17. Students remain below the target. Additional case studies have period. Additional case studies have been added to various courses to help improve skills in this area. Ethical Decision Making 100 0 0 0 0 0 110 0 0 0 0 0 110 0 0 0 0 0 110 0 0 0 0 0 110 0 0 0 0 0	Measure	Measurement	Success	Taken	Action Taken	available data up to five years)
80% of the students Business Scores have improved Slight improvements have been seen in the scoring. A Additional case studies have been added to various courses Ethical Decision Making audysis as acceptable on a faculty- approved rubric. Analysis on a faculty- 11) Sight improve assessed the observation period. Slight improvements have been seen in the scoring. A change of faculty of MGMT4433 took place in AY16-17. Students remain below the target. Additional case studies have Ethical Decision Making 100 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	(Competency)	Instrument				
students must score at or higher than assessed than analysis as at or higher than assessed than analysis on a faculty- approved rubric. beight period. beight					following year)	
students Policy case analysis as analysis as a rot higher assessed using Case acceptable on a faculty- approved rubric. 6-7 and 10- 11) Direct Summative Internal Direct Summative Internal Network and the seven added to the curriculum. Students have been added to the curriculum have have been	80% of the	Business	Scores have	Slight improvements	Additional case	Ethical Decision Making
at or higher than acceptable on a faculty- approved rubric.	students	Policy case	improved	have been seen in	studies have	
than acceptable Analysis Assessment Rubric (items rubric. 6-7 and 10- 11) Direct Summative Internal Direct Summative Internal Actional case added to the curriculum. How been added to the curriculum the curriculu	must score	analysis as	slightly over	the scoring. A	been added to	
acceptable on a faculty- approved rubric. Assessment rubric. below the target. Additional case studies and assignments including these elements have been added to the curriculum. below the target. Additional case studies and assignments including these elements have been added to the curriculum. below the target. Additional case studies and assignments including these elements have been added to the curriculum. below the target. Additional case studies and assignments including these elements have been added to the curriculum. below the target. Additional case studies and added to the curriculum. below the target. Additional case studies and additional case studies and	at or higher	assessed	the	change of faculty of	various courses	100
on a faculty- approved rubric. Assessment Rubric (items rubric. 6-7 and 10- 11) Direct Summative Internal Direct Summative	than	using Case	observation	MGMT4433 took	to help improve	
on a faculty- approved Assessment Rubric (items rubric. Students remain below the target. area. rubric. 6-7 and 10- 11) Additional case studies and assignments including these elements have been added to the curriculum. 60 Image: Constraint of the curriculum of the curricul	acceptable	Analysis	period.	place in AY16-17.	skills in this	80
rubric. 6-7 and 10- 11) Direct Summative Internal Additional case studies and assignments including these elements have been added to the curriculum. 60 40 40 0 0	on a faculty-	Assessment		Students remain	area.	80
11) studies and assignments including these elements have been added to the curriculum. 40 Target	approved	Rubric (items		below the target.		
Direct assignments Summative including these Internal added to the curriculum. 0	rubric.	6-7 and 10-		Additional case		60
Direct Summative Internal Added to the curriculum. 40 40 20 0		11)		studies and		NWOSU
Summative Internal added to the curriculum. 0				assignments		
Internal added to the curriculum. 20		Direct		including these		40
curriculum.		Summative		elements have been		
		Internal		added to the		20
				curriculum.		
14-15 15-16 16-17						
						14-15 15-16 16-17

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

Performance					
renormance	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	Student scores are	Monitor for	Ethical Decision Making
Ethics		is near above	above the target.	ongoing above	8
section	Direct	target.		target	
(Business or	Summative		Several courses	performance.	100
Accounting)	External		include ethical		
collectively			analysis and decision		80
the students			making.		80
in the testing					
cohort					60
should be at					NWOSU
or above the					
50 th					40 Target
percentile					
					20
					0 +
					14-15 15-16 16-17

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

illeasure 4					
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	Scores for NWOSU	Faculty will	Ethical Decision Making
Ethics		is near target	student have	continue	
section	Direct	for three	remained fairly	monitoring the	
(Business or	Summative	consecutive	steady, the PAS	outcomes to see	100
Accounting)	External	years	number has	if the results	
the testing			fluctuated.	hold true over	80
cohort				several testing	80
frequency			Students' scores are	periods.	
correct score			consistent.		60
will be					→ NWOSU
higher than					40 Target
the ACBSP					40 Target
Region 6					
frequency					20
correct score					
					14-15 15-16 16-17

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

Ineasure J					
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	Scores for NWOSU	Faculty will	Ethical Decision Making
institution		is near target	student have	continue	
frequency	Direct	for three	remained fairly	monitoring the	
correct score	Summative	consecutive	steady, the PAS	outcomes to see	100
will be	External	years	number has	if the results	
above the			fluctuated.	hold true over	80
frequency				several testing	80
correct score			Students' scores are	periods.	
of all			consistent.		60
ACBSP					→ NWOSU
institutions.					40 - Target
					40 Target
					20
					14-15 15-16 16-17

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

Measure 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	Performance	Scores for NWOSU	Faculty will	Ethical Decision Making
institution		is near target	student have	continue	
frequency	Direct	for three	remained fairly	monitoring the	
correct score	Summative	consecutive	steady, the PAS	outcomes to see	100
will be	External	years.	number has	if the results	
above the			fluctuated.	hold true over	80
frequency				several testing	
correct score			Students' scores are	periods.	
of all			consistent.		60
Publicly Owned					NWOSU
Universities					40
					- Talget
institutions					
					20
					14-15 15-16 16-17
			1		l

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

measure r			r		
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	Scores for NWOSU	Faculty will	Ethical Decision Making
institution		is near target	student have	continue	Ethicur Decision maning
frequency	Direct	for three	remained fairly	monitoring the	
correct score	Summative	consecutive	steady, the PAS	outcomes to see	100
will be	External	years	number has	if the results	
above the		-	fluctuated.	hold true over	
frequency				several testing	80
correct score			Students' scores are	periods.	
of all			consistent.	1	60
institutions					
inside the					
United					40
States.					
					20
					20
					0
					14-15 15-16 16-17
					1110 10 10 10

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 o	of Results		
Performance Measure (Competency) 80% of the	Description of Measurement Instrument MGMT 4433	Areas of Success Performance has	Analysis and Action Taken Scores have	Results of Action Taken (occurs in the following year) Students will	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
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 during the time frame for review. 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.	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. Some collaborative effort has been made to reach out to the English Department to coordinate goals and SLOS.	100 80 60 40 20 0 14-15 15-16 16-17 MWOSU 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 score at or higher than acceptable on a faculty- approved rubric	Description of Measurement Instrument In ACCT 4133 Accounting Information Systems students complete a computer software project with a written report as assessed by Accounting/Bo okkeeping Software	Analysis Areas of Success No data reported for the time period.	Analysis and Action Taken AIS is under review for curriculum change due to a change in faculty and industry changes.	Results of Action Taken (occurs in the following year) Consideration of the inclusion of this measurement in the assessment report needs to be made because there is not data available for 3 consecutive years.	Inse 100 - 80 - 60 - 40 - 20 -	ert Graphs or Tables of Res available	ulting Trends for 3-5 Ye e data up to five years)	ears (please graph all
	Assessment Rubric (Plan Attachment 7)				0 -	14-15	15-16	
	Direct Summative Internal							

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
			r iate accounting s an Excel-based pro		
		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	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8)	Performance is below target but improving.*	Results are below target. Changes in Accounting faculty have taken place and a review of the Accounting curriculum and assignments is planned.	No action to be reviewed.	100 80 60 40 20 100
	Direct Summative Internal				0 14-15 15-16 16-17

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

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
-			r iate accounting s olution of the second seco		roject.
		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	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	Performance is above target.*	Results are above target. Changes in Accounting faculty have taken place and a review of the Accounting curriculum and assignments is planned.	No action to be reviewed.	100 80 60 40 20 0 14-15 15-16 16-17

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
-			riate accounting s submit a detailed ar		ting MS Word competency.
		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 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	Student scores are mixed.	Students' skills are developed in multiple courses from high school through their collegiate experience that require MS Word. Many students enter NWOSU with Word skills. Multiple courses require various skills in Word.	Review the scores in the next AY to see if the drop in AY16-17 is an anomaly or a trend.	100 80 60 40 20 0 14-15 15-16 16-17

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
		accounting I stud	bunting standards of t dents will take a test		
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.	Accounting classes have experienced inconsistency of instructors over the past three years. This chaos of faculty being assigned to the same classes could be a cause for lower scores. With new FT accounting faculty on staff, stability should return to the program.	Monitor scores over the next AY to see if they return to near target range.	100 80 60 40 20 0 14-15 15-16 16-17

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
	Intermediate A		ounting standards of t idents will take a test		
		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.	Several Accounting faculty are practicing licensed OK CPAs. Their professional experience and exposure help students learn this content.	Monitor for future fluctuations in scores.	100 80 60 40 20 0 14-15 15-16 16-17

			PROGRAM G	OALS FOR A	CCOUNTING MAJOR
	International A		ounting standards of t lents will take a test r		
		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 4303 Direct Summative External	Performance is at or above target for two out of three years.	Several Accounting faculty are practicing licensed OK CPAs. Their professional experience and exposure help students learn this content.	Monitor for future fluctuations in scores.	100 80 60 40 20 0 14-15 15-16 16-17

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 th percentile	PAS Direct Summative External	Performance is below target.	Several classes include an ethical component in a generic business context. Specific ethical issues within Accounting are not discussed in most courses. Scores could be below target because of the high number of non- Accounting students.	Review the validity of this measurement in future assessment plans. This measurement duplicates other "ethical making" measurements in this report.	Ethical Decision Making

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

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	Several classes	Review the	Ethical Decision Making
Ethics		is below	include an ethical	validity of this	
section	Direct	target, but	component in a	measurement in	
(Business or	Summative	somewhat	generic business	future	
Accounting)	External	consistent.	context. Specific	assessment	
the testing			ethical issues within	plans.	80
cohort			Accounting are not		80
frequency			discussed in most		
correct score			courses. Scores		60
will be			could be below		NWOSU
higher than			target because of the		40 Target
the ACBSP			high number of non-		40 Target
Region 6			Accounting students.		
frequency					20
correct score					
					14-15 15-16 16-17

3) Graduating students should recognize ethical conduct in Accounting. In MGMT 4433 Business Policy students will take the PAS assessment. Measure 3 Performance Description of Measure Areas of Measure Success Instrument Success Analysis and Action Results of Action Taken available data up to five years)

(Competency)	Instrument	Buccess	Tuken	(occurs in the following year)	
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance is below target.	Several classes include an ethical component in a generic business context. Specific ethical issues within Accounting are not discussed in most courses. Scores could be below target because of the high number of non- Accounting students.		Target
					14-15 15-16 16-17

3) Graduating students should recognize ethical conduct in Accounting. In MGMT 4433 Business Policy students will take the PAS assessment. Measure 4 Description of Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all Performance Results of Areas of Analysis and Action available data up to five years) Measure Measurement Success Taken Action Taken (occurs in the (Competency) Instrument following year) The PAS Performance Several classes Review the **Ethical Decision Making** institution validity of this is below include an ethical Direct component in a measurement in frequency target. Summative generic business future 100 correct score context. Specific will be External assessment ethical issues within above the plans. 80 frequency Accounting are not discussed in most correct score of all courses. Scores 60 Publicly could be below -----NWOSU Owned target because of the 40 Universities high number of non------Target institutions Accounting students.

However, scores mirror the trend of

the target measurement.

20

0

14-15

15-16

16-17

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

weasure 5		1				
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 gravailable data up to five years)	aph all
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 below target.	Several classes include an ethical component in a generic business context. Specific ethical issues within Accounting are not discussed in most courses. Scores could be below target because of the high number of non- Accounting students. The target has	following year) Review the validity of this measurement in future assessment plans.	Ethical Decision Making	
			lowered consistently for three consecutive years.		10 0 14-15 15-16 16-17	

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

Micusuic 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	Students are taught	Watch the data	Financial Statements
Accounting		is above or	to interpret financial	for the next	
section of	Direct	meets target	statements in	testing period	
the PAS	Summative	in two of	MGMT4433.	and see if the	100
assessment	External	three years	Additional activities	decline is	
test,		under	and assignments	reversed.	
collectively		review. A	have been	Additional	80
the students		decline in	introduced by new	assignments in	
in the testing		scores is	faculty on this topic.	financial	60
cohort		consistent		statements have	→ NWOSU
should be at		over three		been	
or above the		years.		introduced.	40 Target
50 th		-			
percentile.					20
1					20
					14-15 15-16 16-17
		1			1

Me	asure	2	

mououro A					
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	Scores have been above or at target.	Scores have been near or above target for three consecutive years. Accounting faculty with field experience have added additional assignments and activities that require financial statement interpretation.	following year) Monitor future scores for continuation above target.	Financial Statements

Measure 3		-			
Performance Measure (Competency) The	Description of Measurement Instrument PAS	Areas of Success Performance	Analysis and Action Taken Scores have been	Results of Action Taken (occurs in the following year) Monitor future	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years) Financial Statements
institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	Direct Summative External	is above or meets target.	near or above target for three consecutive years. Accounting faculty with field experience have added additional assignments and activities that require financial statement interpretation.	scores for continuation above target.	100 80 Image: New of the second seco

Measure 4	ļ
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Measure 4					
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	Scores have been	Monitor future	Financial Statements
institution		is above	near or above target	scores for	
frequency	Direct	target.	for three consecutive	continuation	
correct score	Summative		years. Accounting	above target.	
will be	External		faculty with field		
above the			experience have		80
frequency			added additional		
correct score			assignments and		
of all			activities that require		60
Publicly			financial statement		→ NWOSU
Owned			interpretation.		40
institutions.					40 - Target
					20
					0
					14-15 15-16 16-17

Measure 5		-	-		
Performance Measure (Competency) The institution	Description of Measurement Instrument PAS	Areas of Success Performance is above or	Analysis and Action Taken Scores have been near or above target	Results of Action Taken (occurs in the following year) Monitor future scores for	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years) Financial Statements
frequency correct score will be above the frequency correct score of all institutions inside the United States.	Direct Summative External	meets target.	for three consecutive years. Accounting faculty with field experience have added additional assignments and activities that require financial statement interpretation.	continuation above target.	100 80 60 40 20 0 14-15 15-16 16-17

		PROGR	AM GOALS F	OR BUSINES	S ADMINISTRATION MAJOR
			vated knowledge s will take the PAS		associated with their minor.
Measure 1 -	- Accounting	g minor			
		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)
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 analysis or action taken.	Consider removing this measurement as no data is collected.	100 80 60 40 20 0 14-15 15-16 16-17

		PROGR	AM GOALS F	OR BUSINES	S ADMINISTRATION MAJOR
In MGMT 4433		course students	wated knowledge i s will take the PAS		associated with their minor.
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 below target for three consecutive periods but improving.	Scores have seen an upward trend for three consecutive periods. More team work and case studies have added requirements involving critical thinking and recollection of management techniques that may be the cause for improvements.	Monitor scores to see if upward trend continues. Identify which course has had impact upon improved skills.	100 80 60 40 20 0 14-15 15-16 16-17

		PROGR	AM GOALS F	OR BUSINES	S ADMINISTRATION MAJOR
In MGMT 4433		course students	v ated knowledge i s will take the PAS		associated with their minor.
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 and declining.	Fewer marketing minors have participated in the exam. Content for Marketing minors may not be covering the material being tested.	Review the validity of this measurement in future years as the content being measured may not be presented to the students being tested.	100 80 60 40 20 0 14-15 15-16 16-17

		PROGR	AM GOALS F	OR BUSINES	SS ADMINISTRATION MAJOR
			vated knowledge is will take the PAS		associated with their minor.
Measure 1 -	- General Bu	usiness mi	nor		
		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)
On the Management portion of the PAS test, 80% of the General Business 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. Data not available for AY16-17.	Scores for non- Marketing minors on the Management portion of the PAS may not be a feasible measurement.	Consider removing this measurement from the assessment report because data is not being collected and the minor courses are not consistent over the minor program.	100 80 60 40 20 0 14-15 15-16 16-17

Measure 1 ·	- Entreprene	eurship mii Analysis	of Results		ll prepare a business plan.	
Performance Measure (Competency) 80% of the	Description of Measurement Instrument Business Plan	Areas of Success No data has	Analysis and Action Taken Changes among	Results of Action Taken (occurs in the following year) No actions to	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please gravailable data up to five years)	aph all
so% 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	ko data has been collected for AY14-15 through AY16-17.	faculty members who teach GBUS3613 makes this measurement difficulty to obtain and data collected will be unreliable because of the fluidity of the assessment tool.	No actions to review. Consideration to assess the validity of this data in the overall assessment report.	100 80 60 40 20 0 14-15 15-16 16-17	•

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 Performance Description of Areas of Analysis and Results of Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all

			or incounts			
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)		
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. A spike in AY15- 16 is unexplained at this time.	Student scores' are below the target two out of three periods. Additional written assignments have been added to other classes to help improve this score.	Monitor for improvements in future years to see if additional written assignments have had the expected positive influence. Review student body for AY15- 16 to determine why the spike in scores.	100 80 60 40 20 0 14-15 15-16 16-17	

	3 Business Polic	ld demonstrate s	ufficient knowled	dge of appropriat	S ADMINISTRATION MAJOR e business software to prepare appropriate documents nt (or compatible software) presentation.	
Performance Measure (Competency)	Description of Measurement Instrument	Analysis (Areas of Success	of Results 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 gravailable data up to five years)	aph all
80% of the students must score at or higher than the acceptable on a faculty- approved rubric	Stockholder presentations using the PowerPoint Assessment Rubric (Plan Attachment 11) Direct Summative Internal	Performance is above target for two out of three years.	Performance of PPT skills has increased. Additional courses require PPT elements in assignments. Feedback is given to students at each presentation which is incorporated into the MGMT4433 assignments.	Consider feedback technique used in PPT grading to see if it can be replicated in other skill sets. Consider removing this from the assessment report as students have consistently improved and maintained high performance in this area.		NWOSU Target

		PROGRA	AM GOALS F	OR BUSINES	SS ADMINISTRATION MAJOR
2) Graduatir	ng students shou	ld demonstrate s	ufficient knowle	dge of appropriat	te business software to prepare appropriate documents
In GBUS 375	3 Business Resea	rch students will d	lemonstrate their	ability to use Exce	el (or compatible software) by completing an assignment
Measure 3	3			-	
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 five years)
(Competency)	Instrument			(occurs in the	
				following year)	
80% of the	Excel	Performance is	Many students	Monitor this	
students	assignment (or	below target.*	use Excel	measurement	400
must score	compatible	-	sporadically	for	
at or higher	software)		before taking	improvement to	

60

rubric	Attachment 13) Direct Summative Internal	is being implemented in other courses as well.	outcome.	40 -				NWOSU
				0 -	14-15	15-16	16-17	7

see if the

curriculum

changes have

had the desired

GBUS3753.

introduced in

GBUS1021 and

Excel is

acceptable on a faculty-

approved

than the

the Excel

format using

Assessment

Rubric (Plan

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

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 th percentile.	PAS Direct Summative External	Performance is below target but meets target in AY16-17.	Students are exposed to ethical situations in several classes. Written assignments and class discussions are used to teach, demonstrate, and reinforce ethical reasoning.	Efforts to improve ethical reasoning and decision making show positive results.	Ethical Decision Making

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	Performance is below target in only one year, exceed target in AY15-16 and AY16- 17.	Students are exposed to ethical situations in several classes. Written assignments and class discussions are used to teach, demonstrate, and reinforce ethical reasoning.	Efforts to improve ethical reasoning and decision making show positive results.	Ethical Decision Making

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 below target in only one year, exceed target in AY15-16 and AY16- 17.	Students are exposed to ethical situations in several classes. Written assignments and class discussions are used to teach, demonstrate, and reinforce ethical reasoning.	Efforts to improve ethical reasoning and decision making show positive results.	Ethical Decision Making

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 below target in only one year, meets target in AY15-16 and AY16- 17.	Students are exposed to ethical situations in several classes. Written assignments and class discussions are used to teach, demonstrate, and reinforce ethical reasoning.	Efforts to improve ethical reasoning and decision making show positive results.	Ethical Decision Making

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 below target in only one year, exceed target in AY15-16 and AY16- 17.	Students are exposed to ethical situations in several classes. Written assignments and class discussions are used to teach, demonstrate, and reinforce ethical reasoning.	Efforts to improve ethical reasoning and decision making show positive results.	Ethical Decision Making

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) 80% of the	Description of Measurement Instrument A pretest will	Areas of Success This goal, and	Analysis and Action Taken With the	Results of Action Taken (occurs in the following year) Consider	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
students will show at least a 50% reduction in errors from the pre-test.	be administered in the first ORGL class – Foundations. A post-test will be administered in the final ORGL class – Capstone. Direct Summative Internal	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.	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.	removing this measurement from the assessment report.	There have been no students graduating with the Bachelor of Science in Organizational Leadership.

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			Consider	
Ethics				removing this	
section	Direct			measurement	
(Business or	Summative			from the	
Accounting) collectively the students in the testing cohort should be at or above the 50^{th} percentile.	External			assessment report.	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.

Measure 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			(occurs in the following year)	
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency	PAS Direct Summative External			Consider removing this measurement from the assessment report.	There have been no students graduating with the Bachelor of Science in Organizational Leadership.
correct score					

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

incusure s					
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			Consider	
institution				removing this	
frequency	Direct			measurement	
correct score	Summative			from the	There have been no students graduating with
will be	External			assessment	the Bachelor of Science in Organizational
above the				report.	e e
frequency				_	Leadership.
correct score					
of all					
ACBSP					
institutions.					

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

Mcasure 4	r				
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			Consider	
institution				removing this	
frequency	Direct			measurement	
correct score	Summative			from the	There have been no students graduating with
will be	External			assessment	the Bachelor of Science in Organizational
above the				report.	u u u u u u u u u u u u u u u u u u u
frequency					Leadership.
correct score					
of all					
Publicly					
Owned					
Universities					
institutions					

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

Micasure 5	•				
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			Consider	
institution				removing this	
frequency	Direct			measurement	
correct score	Summative			from the	There have been no students graduating with
will be	External			assessment	the Bachelor of Science in Organizational
above the				report.	•
frequency					Leadership.
correct score					
of all					
institutions					
inside the					
United					
States.					

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			Consider	
institution				removing this	
frequency	Direct			measurement	
correct score	Summative			from the	There have been no students graduating with
will be	External			assessment	the Bachelor of Science in Organizational
above the				report.	Leadership.
frequency					Leauership.
correct score					
of all					
institutions					
outside the					
United					
States.					

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	s of Results		
Measure (Competency)Me Ir80% of the students will show at least a 50% reduction in errors from the pre-test.A pr be a dvi stud their in th 4433 PoliA p be a in th 4443 Poli	administered the program visor before dents take ir first class the program. post-test will administered the MGMT 33 Business licy. rect mmative	Areas of Success This goal, and thus this measure, began with AY 2010-11. Therefore there has been no measurement yet, as no students have gone through the program having taken the pre-test.	Analysis and Action Taken 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.	Results of Action Taken (occurs in the following year) Consider removing this measurement from the assessment report.	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years) 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.

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	N=0 or N=1	Take no action until	Consider	
Ethics		in test	there is sufficient	removing this	100
section	Direct	period.	data to make	measurement	100
(Business or	Summative		reasonable	from the	
Accounting)	External		conclusions.	assessment	80
collectively				report.	
the students					60
in the testing					
cohort					■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■
should be at					40
or above the					
50 th					
percentile.					20
					14-15 15-16 16-17
	l				

Graduating students will take the PAS test in MGMT 4433 Business Policy 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	N=0 or N=1	Take no action until	Consider	
Ethics		in test	there is sufficient	removing this	100
section	Direct	period.	data to make	measurement	
(Business or	Summative	-	reasonable	from the	
Accounting)	External		conclusions.	assessment	80
the testing				report.	
cohort				-	
frequency					60
correct score					■ ■ ■ ■ NWOSU
will be					40 Target
higher than					Talger
the ACBSP					
Region 6					20
frequency					
correct score					
					14-15 15-16 16-17
L					

W

W
2) Graduating students should recognize ethical conduct in Business.
Graduating students will take the PAS test in MGMT 4433 Business Policy class.

Performance Measure	Description of Measurement	Areas of	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all
(Competency)	Instrument	Success	Такеп	(occurs in the following year)	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	N=0 or N=1 in test period.	Take no action until there is sufficient data to make reasonable conclusions.	Consider removing this measurement from the assessment report	100 80 60 40 40 20 0 14-15 15-16 16-17 NWOSU • NWOSU • Target

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

Weasure 4					
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	N=0 or N=1	Take no action until	Consider	
institution		in test	there is sufficient	removing this	100
frequency	Direct	period.	data to make	measurement	100
correct score	Summative		reasonable	from the	
will be	External		conclusions.	assessment	80
above the				report.	
frequency				_	
correct score					60
of all					NWOSU
Publicly					40 Target
Owned					40 Target
Universities					
institutions					20
					14-15 15-16 16-17

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

Measure (Competency)Measurement InstrumentSuccessTakenAction Taken (occurs in the following year)The institution frequency correct score of all institutions institutions institutions institutions institutions institutions the data of the subscriptionN=0 or N=1 in test period.Take no action until there is sufficient data to make reasonable conclusions.Consider removing this measurement from the assessment report.100 60 60 40 20 0Image: Consider removing this measurement from the assessment report.Image: Consider removing this measurement from the assessment report.100 60 40 20 0Image: Consider removing this measurement from the assessment report.Image: Consider removing this measurement from the assessment report.100 60 40 0Image: Consider removing this measurement report.Image: Consider removing this measurement report.Image: Consider removing this measurement report.100 10	weasure J					
The institution frequency correct score of all institutions institutions institutions birectN=0 or N=1 in test period.Take no action until there is sufficient data to make reasonable conclusions.Consider removing this measurement from the assessment report.1000008000<	Measure			Analysis and Action Taken	Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	(Competency)					
14-15 15-10 10-17	institution frequency correct score will be above the frequency correct score of all institutions inside the United	Direct Summative	in test	there is sufficient data to make reasonable	Consider removing this measurement from the assessment	80 60 40 20 40 20 40 40 40 40 40 40 40 40 40 4

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

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 institutions outside the United States.	PAS Direct Summative External	N=0 or N=1 in test period.	Take no action until there is sufficient data to make reasonable conclusions.	Consider removing this measurement from the assessment report.	100 80 60 40 20 0 14-15 15-16 16-17

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.