

Northwestern

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2020-2021
ASSESSMENT REPORT**

Issued: Fall 2021

The Peregrine Academic Services Assessment Test (PAS) is the instrument used to measure student performance in key indicators. Faculty believed that the PAS provided many benefits that could be instrumental to identifying, measuring, and amending student learning outcomes over the long-term. Among these benefits is having the raw data to be able to analyze, assessing the ACBSP Common Professional Component, breadth of outside benchmarking opportunities, and the pretest/posttest model. This approach has been used with only minor changes since the 2014-2015 academic year (See Appendix 1). To coincide with the ACBSP Reaffirmation process (and the 2021-2022 Self-Study Year), the decision was made to thoroughly review our Program Assessment processes, and make changes to the process, in the spirit of continuous improvement.

Program Outcomes for All Division of Business

1. Graduating students should have basic knowledge of the 12/13 disciplines of the ACBSP Undergraduate Common Professional Component.
 During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

Measure 1

		Analysis of Results																																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU scores above 50 th Percentile																																
60% of the students will score above the 50 th percentile on the PAS	Peregrine Assessment Test Direct External Summative Comparative	Performance has been consistently below target for the entire period of observation with steep declines and a 2-year rebound.	Score reflects students' knowledge after all core courses are completed. Faculty churn has taken place over the past six years. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	No action taken during AY20-21 because of COVID and faculty churn overall and on the assessment committee. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU scores above 50th Percentile</caption> <thead> <tr> <th>Year</th> <th>% At or above 50th Percentile</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>26%</td> <td>60%</td> <td>8%</td> </tr> <tr> <td>15-16</td> <td>38%</td> <td>60%</td> <td>22%</td> </tr> <tr> <td>16-17</td> <td>27%</td> <td>60%</td> <td>33%</td> </tr> <tr> <td>17-18</td> <td>15%</td> <td>60%</td> <td>45%</td> </tr> <tr> <td>18-19</td> <td>4%</td> <td>60%</td> <td>54%</td> </tr> <tr> <td>19-20</td> <td>13%</td> <td>60%</td> <td>47%</td> </tr> <tr> <td>20-21</td> <td>17%</td> <td>60%</td> <td>43%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	Gap	14-15	26%	60%	8%	15-16	38%	60%	22%	16-17	27%	60%	33%	17-18	15%	60%	45%	18-19	4%	60%	54%	19-20	13%	60%	47%	20-21	17%	60%	43%
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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 following year)	NWOSU Mean Scores vs. ACBSP Region 6																																
The institution mean PAS score will be above the ACBSP Region 6 institutions.	Peregrine Assessment Test Direct External Summative Comparative	Performance of ACBSP Region 6 schools shows a slight upward trend while NWOSU shows a slight downward, or flat trend.	Scores are expected to mirror one another over the long term if external forces are not a significant factor. However, with the Region 6 and NWOSU scores going in opposite direction, factors contributing to the decline of NWOSU scores are likely to be internal. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	Most likely, the gap is attributed to issues related to NWOSU environment, culture, or internal performance. Specific factors have not been identified. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP Region 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>48</td> <td>-12</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>48</td> <td>-10</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> <td>-10</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>50</td> <td>-10</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>52</td> <td>-10</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>58</td> <td>-10</td> </tr> <tr> <td>20-21</td> <td>45</td> <td>58</td> <td>-10</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	48	48	-12	15-16	45	48	-10	16-17	45	50	-10	17-18	45	50	-10	18-19	42	52	-10	19-20	48	58	-10	20-21	45	58	-10
Year	NWOSU	Target	Gap																																		
14-15	48	48	-12																																		
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Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. ACBSP																																
The institution mean PAS score will be above all ACBSP institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below all ACBSP schools over the entire period.	The results are similar between NWOSU performance and target numbers over the long-term trends so factors affecting outcomes are likely external or national rather than internal. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	Attempt to identify external factors affecting results. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU</th> <th>Target</th> <th>GAP</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>44</td> <td>51</td> <td>7</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>51</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>53</td> <td>7</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> <td>9</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>51</td> <td>10</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>55</td> <td>8</td> </tr> <tr> <td>20-21</td> <td>44</td> <td>53</td> <td>9</td> </tr> </tbody> </table>	Academic Year	NWOSU	Target	GAP	14-15	44	51	7	15-16	46	51	5	16-17	46	53	7	17-18	44	53	9	18-19	41	51	10	19-20	47	55	8	20-21	44	53	9
Academic Year	NWOSU	Target	GAP																																		
14-15	44	51	7																																		
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Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. Publicly Owned Institutions																																
The institution mean PAS score will be above all publicly owned institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below publicly owned institutions over the entire period.	The results are similar between NWOSU performance and target numbers over the long-term trends so factors affecting outcomes are likely external or national rather than internal. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	Attempt to identify external factors affecting results. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU Mean Scores vs. Publicly Owned Institutions</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>51</td> <td>3</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>51</td> <td>6</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>53</td> <td>8</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>53</td> <td>10</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>52</td> <td>12</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>56</td> <td>9</td> </tr> <tr> <td>20-21</td> <td>43</td> <td>54</td> <td>11</td> </tr> </tbody> </table>	Academic Year	NWOSU	Target	Gap	14-15	48	51	3	15-16	45	51	6	16-17	45	53	8	17-18	43	53	10	18-19	40	52	12	19-20	47	56	9	20-21	43	54	11
Academic Year	NWOSU	Target	Gap																																		
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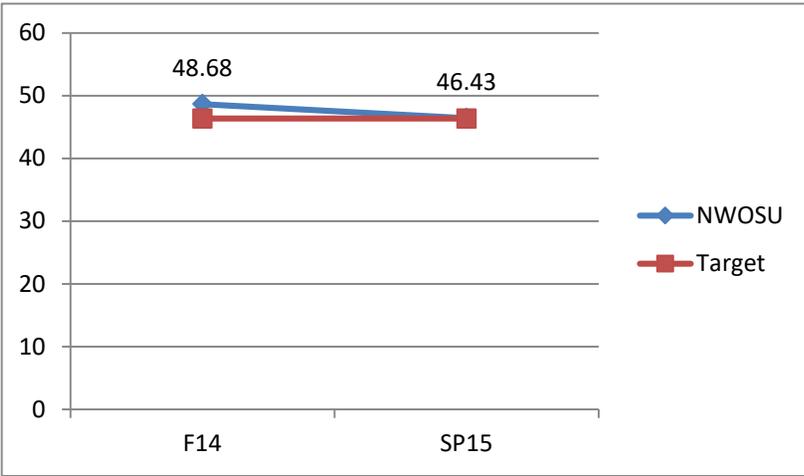
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. US Institutions																																
The institution mean PAS score will be above all US institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below US institutions over the entire period.	Factors affecting outcomes are likely to be regional when compared to the aggregate population of US institutions. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	Continue to monitor and perhaps collect data from other Oklahoma Regional universities who are accredited with ACBSP. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU Mean Scores vs. US Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>50</td> <td>2</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>50</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> <td>5</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>50</td> <td>7</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>52</td> <td>12</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>55</td> <td>8</td> </tr> <tr> <td>20-21</td> <td>43</td> <td>52</td> <td>9</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	48	50	2	15-16	45	50	5	16-17	45	50	5	17-18	43	50	7	18-19	40	52	12	19-20	47	55	8	20-21	43	52	9
Year	NWOSU	Target	Gap																																		
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Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. International Institutions									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target.	International comparative data is not available.	Remove from report as information is no longer available or relevant. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	 <table border="1"> <caption>NWOSU Mean Scores vs. International Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU Mean Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>~46</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>~46</td> </tr> </tbody> </table>	Year	NWOSU Mean Score	Target	F14	48.68	~46	SP15	46.43	~46
Year	NWOSU Mean Score	Target												
F14	48.68	~46												
SP15	46.43	~46												

1. Graduating students should have basic knowledge of the 13 disciplines of the ACBSP Undergraduate Common Professional Component.

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

Measure 7

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU scores above median in 12/13 CPC																								
In 12/13 CPC indicators collectively at or above median score	Peregrine Assessment Test Direct External Summative Comparative	Only one, HR Management has scored above the median score.	Score reflects students' knowledge in 12/13 CPCs areas. Faculty churn may be a contributing factor along with external factors. The Current Program Assessment process is overly complicated, and has not been effective at providing clear direction for continuous improvement.	Critical review of this element is mandatory. Standard has never been met over the period. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>NWOSU scores above median in 12/13 CPC</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>7</td> <td>12</td> </tr> <tr> <td>15-16</td> <td>2</td> <td>12</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>12</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>12</td> </tr> <tr> <td>18-19</td> <td>1</td> <td>12</td> </tr> <tr> <td>19-20</td> <td>0</td> <td>12</td> </tr> <tr> <td>20-21</td> <td>0</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	7	12	15-16	2	12	16-17	0	12	17-18	0	12	18-19	1	12	19-20	0	12	20-21	0	12
Year	NWOSU Score	Target																											
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15-16	2	12																											
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18-19	1	12																											
19-20	0	12																											
20-21	0	12																											

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 1

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Presentation Skills: GBUS3753																								
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Formative Internal	Performance has improved over the previous 5 years with a significant decrease in 19-20, but a substantial increase in 20-21.	Adding a presentation to the course requirements has improved student performance. Presentations in the capstone course were noticeably superior to previous cohorts of students. The course was taken over by a young faculty member, which may have caused the temporary drop. The big drop for 19-20 seems to be an anomaly. Scores are almost back to where they were (on target) in previous years.	No changes are to be made. Continue to monitor for decline.	<p align="center">Communication Skills</p> <table border="1"> <caption>Data for Communication Skills Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>58</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>82</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>78</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>35</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	58	80	15-16	78	80	16-17	78	80	17-18	82	80	18-19	78	80	19-20	35	80	20-21	68	80
Year	NWOSU Score	Target Score																											
14-15	58	80																											
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18-19	78	80																											
19-20	35	80																											
20-21	68	80																											

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 2

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Written Communication: MGMT4343																								
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Papers were assessed using the Written Comm. Assessment Rubric (Plan Attachment 2) Direct Formative Internal	Performance is above target in four years out of seven. A change in the written assignment and its formatting may be a contributing factor.	Trend had consistently been downward until major improvements in 19-20 and 20-21. This improvement may be related to the change in instrument, not an improvement in student performance. Cross-Cultural Management was dropped from the Business Core for 2020-2021.	This measure will almost certainly be dropped. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>72</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>58</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>88</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>82</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	95	80	15-16	80	80	16-17	72	80	17-18	62	80	18-19	58	80	19-20	88	80	20-21	82	80
Year	NWOSU	Target																											
14-15	95	80																											
15-16	80	80																											
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18-19	58	80																											
19-20	88	80																											
20-21	82	80																											

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 3

		Analysis of Results			Written Communication: MGMT4433																								
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken																									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Detailed analyses were assessed using the Written Communication Assessment Rubric (Plan Attachment 2) Direct Summative Internal	Students have not reached the targeted level with constant improvement over the 7-yr. timeline.	The higher scores in 20-21 are attributed to: more time spent in class, and more detailed instructions provided in assignment description on how to format and write in a professional manner.	Continue with assignment description and illustrations in class.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>72</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>78</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	80	15-16	55	80	16-17	48	80	17-18	72	80	18-19	78	80	19-20	48	80	20-21	75	80
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20-21	75	80																											

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure

		Analysis of Results		Oral Communication: MGMT4433																									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken																									
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	Results are steady and at or near target levels.	Long-term results indicate that adding presentations in multiple classes has had an improvement overall, however, the performance of some traditional students has negatively affected outcomes.	Continue with no adjustments. Monitor for substantial change in scores.	<p align="center">Communication Skills</p> <table border="1"> <caption>Data for Communication Skills Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>70</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>70</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>72</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	80	80	15-16	78	80	16-17	80	80	17-18	80	80	18-19	70	80	19-20	70	80	20-21	72	80
Year	NWOSU Score	Target Score																											
14-15	80	80																											
15-16	78	80																											
16-17	80	80																											
17-18	80	80																											
18-19	70	80																											
19-20	70	80																											
20-21	72	80																											

Program Outcomes for All Division of Business

3) Graduating students are expected to think critically.

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

MEASURE 1

Analysis of Results																													
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Critical Thinking: MGMT3063																								
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 at or near target, with a significant decrease in AY18-19. AY19-20 and AY20-21 saw significant improvements in scores.	Student performance has improved in 19-20 and 20-21. Changes to the content and assignment were done in previous years which may be influencing the measureable outcome. New faculty member hired in 18-19 may be a factor in improved scores.	No changes recommended. Continue to monitor for trend.	<table border="1" style="margin-top: 10px;"> <caption>Data for Critical Thinking: MGMT3063</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>75</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>72</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	75	80	15-16	72	80	16-17	68	80	17-18	68	80	18-19	50	80	19-20	80	80	20-21	80	80
Year	NWOSU Score	Target Score																											
14-15	75	80																											
15-16	72	80																											
16-17	68	80																											
17-18	68	80																											
18-19	50	80																											
19-20	80	80																											
20-21	80	80																											

Program Outcomes for All Division of Business

3) Graduating students are expected to think critically.

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

MEASURE 2

Analysis of Results					Critical Thinking: MGMT4433																								
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																									
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities by scoring 20 points or higher on the faculty-approved rubric	Students submitted detailed case analyses and were assessed on items 3-5, 8-9, and 11-12 of Case Analysis Assessment Rubric. Direct Summative External Comparative	A steady improvement in outcomes is reflected over the past 2 years.	More critical thinking skills and a review and in-class example of how to read case studies and identify key issues has been added.	Continue to keep in-class illustrations and examples.	<table border="1"> <caption>Performance Data for Critical Thinking: MGMT4433</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>68</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>55</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	68	80	15-16	38	80	16-17	55	80	17-18	42	80	18-19	38	80	19-20	48	80	20-21	58	80
Year	NWOSU	Target																											
14-15	68	80																											
15-16	38	80																											
16-17	55	80																											
17-18	42	80																											
18-19	38	80																											
19-20	48	80																											
20-21	58	80																											

Program Outcomes for All Division of Business

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

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

Measure 1

		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)	Interpersonal Communication: MRKT3043																								
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Formative Internal	Performance is at or near target.	Performance has remained steady, with little fluctuation. Some instructors have used an individual simulation and/or presentation instead of a group presentation.	No action to be taken. Continue to monitor and watch for significant changes in performance. This Outcome measure may be modified and/or it will become a course outcome measure with the new Program Assessment Process for 2021-2022.	<table border="1" style="margin-top: 10px;"> <caption>Interpersonal Communication: MRKT3043 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>78</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>82</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>75</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>82</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>78</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	78	80	15-16	78	80	16-17	82	80	17-18	75	80	18-19	82	80	19-20	78	80	20-21	80	80
Year	NWOSU	Target																											
14-15	78	80																											
15-16	78	80																											
16-17	82	80																											
17-18	75	80																											
18-19	82	80																											
19-20	78	80																											
20-21	80	80																											

Program Outcomes for All Division of Business

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

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

Measure 2

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Interpersonal Communication: GBUS3953																								
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Formative Internal	Performance has made significant jumps in scores over the timeline. A significant decrease in scores is observed for AY18-19 but AY19-20, AY20-21 shows performance above target.	Teams have been introduced into several classes and students have become accustomed to performing in groups. Perhaps 18-19 was a low performing cohorts of students. New "Town-Hall" format introduced in 19-20.	Continue with Town-Hall format.	<table border="1"> <caption>Interpersonal Communication: GBUS3953 Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>60</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>85</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>82</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>88</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	45	80	15-16	60	80	16-17	85	80	17-18	88	80	18-19	68	80	19-20	82	80	20-21	88	80
Academic Year	NWOSU Score	Target Score																											
14-15	45	80																											
15-16	60	80																											
16-17	85	80																											
17-18	88	80																											
18-19	68	80																											
19-20	82	80																											
20-21	88	80																											

Program Outcomes for All Division of Business

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

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

Measure 3

Analysis of Results																													
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Summative Internal	For SP20, FA20, and SP21, the chaos from COVID affected participation and scores. Team members evaluated their team members much lower than previous semesters. Non-traditional students were highly critical of their Alva/Enid campus-based students.	No action to be taken and see if normal patterns return beginning in FA21.	No change. Monitor for improved scores.	<h4 style="margin: 0;">Interpersonal Communication: MGMT4433</h4> <table border="1" style="margin-top: 10px; width: 100%; border-collapse: collapse;"> <caption>Interpersonal Communication: MGMT4433 Data</caption> <thead> <tr> <th>Semester</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>90</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>88</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>92</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>80</td> </tr> </tbody> </table>	Semester	NWOSU Score	Target Score	14-15	90	80	15-16	88	80	16-17	78	80	17-18	88	80	18-19	92	80	19-20	72	80	20-21	48	80
Semester	NWOSU Score	Target Score																											
14-15	90	80																											
15-16	88	80																											
16-17	78	80																											
17-18	88	80																											
18-19	92	80																											
19-20	72	80																											
20-21	48	80																											

Program Outcomes for All Division of Business

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

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

Measure 4

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills: MGMT4433																								
Collectively the students in the testing cohort should be at or above the mean score	PAS Direct Summative External	Scores are close to target, and have improved for 3 consecutive years.	No action to be taken. Analysis indicates that non-traditional students or students who work regularly are making a positive effect upon aggregate scores.	No action to be taken.	<table border="1"> <caption>Leadership Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>15</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>25</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>15</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>60</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	52	15-16	15	53	16-17	25	52	17-18	15	52	18-19	50	55	19-20	50	58	20-21	60	55
Year	NWOSU	Target																											
14-15	50	52																											
15-16	15	53																											
16-17	25	52																											
17-18	15	52																											
18-19	50	55																											
19-20	50	58																											
20-21	60	55																											

Program Outcomes for All Division of Business

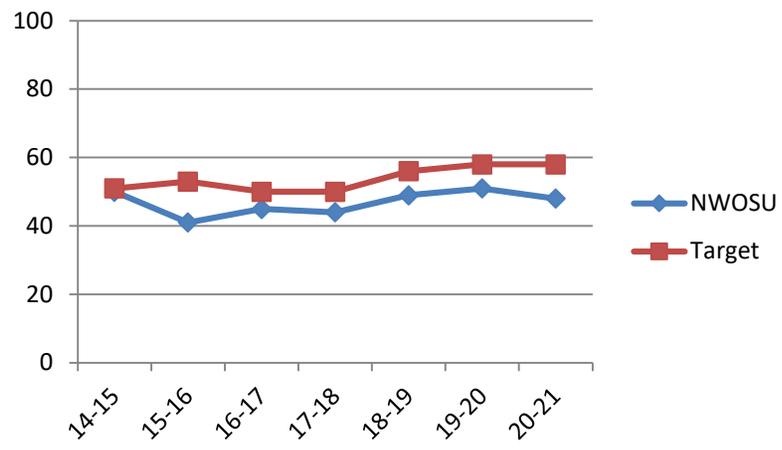
4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

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

Measure 5

Analysis of Results				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)
In the PAS Leadership score (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	NWOSU student performance mirrors ACBSP Region 6 scores.	Scores have remained consistent for most testing periods. Upticks in Region 6 scores are similar to those by NWOSU students. Over the testing time period, scores have remained relatively unchanged.	No change to report. Monitor for trend.

Leadership Skills vs. ACBSP Region 6



Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.
 In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 6

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. All ACBSP																								
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	NWOSU student performance mirrors ACBSP scores.	Scores have remained consistent for six testing periods. Upticks in ACBSP scores are similar to those by NWOSU students. Over the time period, scores have remained relatively unchanged.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. All ACBSP Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>53</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	55	15-16	52	55	16-17	45	53	17-18	44	53	18-19	49	55	19-20	53	58	20-21	49	56
Year	NWOSU	Target																											
14-15	50	55																											
15-16	52	55																											
16-17	45	53																											
17-18	44	53																											
18-19	49	55																											
19-20	53	58																											
20-21	49	56																											

Program Outcomes for All Division of Business

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

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

Measure 7

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	NWOSU student performance seems to mirror scores from Public Institutions.	Scores have remained consistent for six testing periods. Upticks in ACBSP scores are similar to those by NWOSU students. Over the time period, scores have remained relatively unchanged.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. Public Institutions Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	40	55	16-17	45	55	17-18	45	55	18-19	50	55	19-20	50	55	20-21	50	55
Year	NWOSU Score	Target Score																											
14-15	50	55																											
15-16	40	55																											
16-17	45	55																											
17-18	45	55																											
18-19	50	55																											
19-20	50	55																											
20-21	50	55																											

Program Outcomes for All Division of Business

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

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

Measure 8

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States	PAS Direct Summative External	NWOSU student performance seems to mirror scores from Public Institutions.	Scores have remained consistent for six testing periods. Upticks in ACBSP scores are similar to those by NWOSU students. Over the time period, scores have remained relatively unchanged.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. Public Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	55	15-16	40	52	16-17	45	52	17-18	43	52	18-19	48	53	19-20	50	56	20-21	48	56
Year	NWOSU	Target																											
14-15	50	55																											
15-16	40	52																											
16-17	45	52																											
17-18	43	52																											
18-19	48	53																											
19-20	50	56																											
20-21	48	56																											

Program Outcomes for All Division of Business

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

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

Measure 9

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is near, but above target.	International comparative data is not available.	Remove from report as information is no longer available or relevant. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>Performance Data for F14 and SP15</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~50</td> <td>~48</td> </tr> <tr> <td>SP15</td> <td>~52</td> <td>~48</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	~50	~48	SP15	~52	~48
Year	NWOSU	Target												
F14	~50	~48												
SP15	~52	~48												

Program Outcomes for All Division of Business

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

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

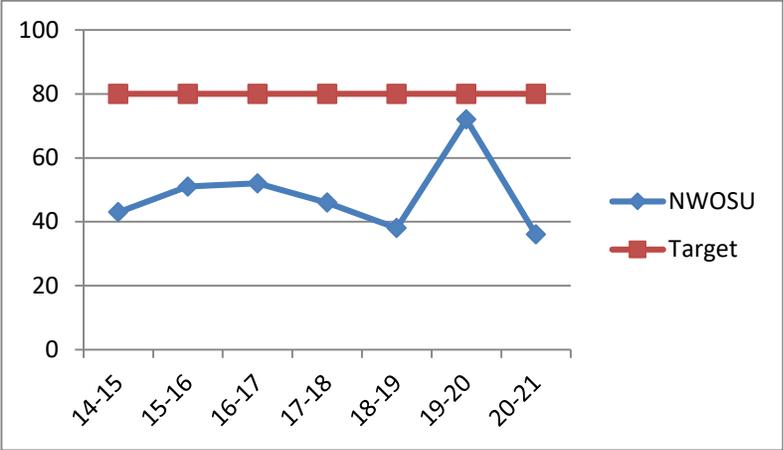
Measure 1

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	ETHICS SKILLS: GBUS3953																								
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Deepwater simulation Direct Formative External	Performance is below target but trending upwards. AY18-19 shows a significant drop in scores, while 19-20 and 20-21 are substantially higher.	With an upward trend showing slight improvement over a 4-year time line, continue to monitor as is. The significant drop in AY18-19 could be a transposing error (61-16) or some other error that needs to be investigated. Faculty has remained unchanged. Scores from 19-20 and 20-21 suggest continued improvement in scores.	No changes for 2021-2022. Continue to monitor for decline.	<table border="1"> <caption>ETHICS SKILLS: GBUS3953 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>53</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>57</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>58</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>61</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>16</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>65</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>72</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	53	80	15-16	57	80	16-17	58	80	17-18	61	80	18-19	16	80	19-20	65	80	20-21	72	80
Year	NWOSU Score	Target Score																											
14-15	53	80																											
15-16	57	80																											
16-17	58	80																											
17-18	61	80																											
18-19	16	80																											
19-20	65	80																											
20-21	72	80																											

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

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Issues: MGMT4433																								
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10-11) Direct Summative Internal	A peak in 19-20 is denoted as an anomaly as scores returned to typical levels for 20-21.	AY19-20 scores may be contributed to COVID as students had more time and fewer distractions. The scores in 20-21 are closer to normal but are still trending lower from 14-15 through 20-21.	No action to be taken. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p>Ethical Decision Making</p>  <table border="1" data-bbox="1031 412 1814 862"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>42</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>51</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>35</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	42	80	15-16	50	80	16-17	51	80	17-18	45	80	18-19	38	80	19-20	72	80	20-21	35	80
Year	NWOSU Score	Target Score																											
14-15	42	80																											
15-16	50	80																											
16-17	51	80																											
17-18	45	80																											
18-19	38	80																											
19-20	72	80																											
20-21	35	80																											

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

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Issues: MGMT4433																								
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	Trend is downward for 5 consecutive years. However, last three years were close to target.	Measurement description and definition may not be aligned with instrument.	Redefine measurement. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p>Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>45</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	50	15-16	78	50	16-17	78	50	17-18	68	50	18-19	48	50	19-20	48	50	20-21	45	50
Year	NWOSU Score	Target Score																											
14-15	50	50																											
15-16	78	50																											
16-17	78	50																											
17-18	68	50																											
18-19	48	50																											
19-20	48	50																											
20-21	45	50																											

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

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. ACBSP Region 6																								
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	Trend fluctuates over 5-year period of time.	Measurement description and definition may not be aligned with instrument.	Redefine measurement. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>58</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>60</td> </tr> <tr> <td>20-21</td> <td>52</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	58	15-16	55	52	16-17	52	52	17-18	45	52	18-19	48	58	19-20	50	60	20-21	52	58
Year	NWOSU Score	Target Score																											
14-15	50	58																											
15-16	55	52																											
16-17	52	52																											
17-18	45	52																											
18-19	48	58																											
19-20	50	60																											
20-21	52	58																											

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

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

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. All ACBSP																								
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Trend slightly fluctuates over the seven periods but remains near the target level.	Student performance is relatively unchanged over the time period although slight fluctuations do appear early but the trend shows consistent near-target performance.	No action. Monitor for trend. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>51</td> <td>54</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	53	52	16-17	51	54	17-18	46	54	18-19	48	54	19-20	49	56	20-21	50	55
Year	NWOSU	Target																											
14-15	50	58																											
15-16	53	52																											
16-17	51	54																											
17-18	46	54																											
18-19	48	54																											
19-20	49	56																											
20-21	50	55																											

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

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Trend fluctuates over time.	Student performance is relatively unchanged over the time period.	No action. Monitor for trend. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	58	15-16	55	50	16-17	52	53	17-18	45	53	18-19	48	55	19-20	50	56	20-21	50	56
Year	NWOSU Score	Target Score																											
14-15	50	58																											
15-16	55	50																											
16-17	52	53																											
17-18	45	53																											
18-19	48	55																											
19-20	50	56																											
20-21	50	56																											

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

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

Measure 7

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. US Institutions																								
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Trend fluctuates over time.	Student performance is relatively unchanged over the time period.	No action. Monitor for trend. This outcome measure may be deleted or moved to a course outcome in the new Program Assessment process.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>57</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	60	15-16	53	53	16-17	52	53	17-18	46	53	18-19	48	54	19-20	49	57	20-21	50	55
Year	NWOSU Score	Target Score																											
14-15	50	60																											
15-16	53	53																											
16-17	52	53																											
17-18	46	53																											
18-19	48	54																											
19-20	49	57																											
20-21	50	55																											

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

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

Measure 8

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Two data points not enough to analyze.	International comparative data is not available.	Remove from report as information is no longer available or relevant. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Term</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Term	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Term	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ALL DIVISION OF BUSINESS MAJORS

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

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

Measure 1

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Critical Thinking Skills: MGMT4433																								
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3) Direct Summative Internal	Scores have fluctuated over the time period, but with a significant drop for AY20-21.	Large cohort and disruption of traditional class format and delivery may be the cause for the significant drop in scores. Faculty, assignments, and class format have not changed.	Take no action and see if outcomes return to more typical levels for AY21-22.	<table border="1"> <caption>Critical Thinking Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>55</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>72</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>45</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	55	80	15-16	75	80	16-17	72	80	17-18	78	80	18-19	68	80	19-20	80	80	20-21	45	80
Year	NWOSU Score	Target Score																											
14-15	55	80																											
15-16	75	80																											
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17-18	78	80																											
18-19	68	80																											
19-20	80	80																											
20-21	45	80																											

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

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

Measure 1

		Analysis of Results									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Software Skills: ACCT4133						
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 4133 Accounting Information Systems students complete a computer software project with a written report as assessed by Accounting/Bookkeeping Software Assessment Rubric (Plan Attachment 7) Direct Summative Internal	No data reported for timeline.	Consider removing this assessment from the report.	Adjunct faculty teach this course online and faculty member is never on campus. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>Accounting Software Skills: ACCT4133 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	80	80
Year	NWOSU	Target									
F14	80	80									

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

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

Measure 2

		Analysis of Results			Excel Scores: ACCT3153																									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																										
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8) Direct Summative Internal	Scores have consistently improved over the time frame and are close to target levels. A major drop in scores has occurred for AY18-19 but recovered in AY19-20.	Students are improving in their scores over time. Faculty will wait to see if the scores continue upward. Excel has become the major focus in MIS along with other courses having major Excel based projects.	No action taken as dip in scores for one year does not constitute significant concern as scores improved in AY19-20 and 20-21.	<table border="1"> <caption>Excel Scores: ACCT3153</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>62</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>65</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>70</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>58</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>82</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>85</td> <td>80</td> </tr> </tbody> </table>		Academic Year	NWOSU Score	Target Score	14-15	62	80	15-16	65	80	16-17	70	80	17-18	78	80	18-19	58	80	19-20	82	80	20-21	85	80
Academic Year	NWOSU Score	Target Score																												
14-15	62	80																												
15-16	65	80																												
16-17	70	80																												
17-18	78	80																												
18-19	58	80																												
19-20	82	80																												
20-21	85	80																												

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

In ACCT 3133 Individual Income Tax there will be an income tax software-based project.

Measure 3

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Income Tax Software: ACCT3113																								
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	Scores at or above target levels for five years. Scores in 19-20 dropped drastically. Instructors were same. Scores returned to above target for 2020-2021.	Major changes in the tax code took place recently and instructors did not use tax programs but hand-completed forms because tax software was not current. Drop in scores could be attributed to the external elements of major changes in the tax code and faculty adjusted curriculum and content to be relevant and timely. One data point (19-20) could be anomaly.	Income tax software programs are not readily available for in-class use by NWOSU faculty. This assessment measurement will need to be re-evaluated for future reports. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>Income Tax Software: ACCT3113 Performance Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>85</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>82</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target	14-15	85	80	15-16	80	80	16-17	82	80	17-18	88	80	18-19	80	80	19-20	50	80	20-21	80	80
Academic Year	NWOSU Score	Target																											
14-15	85	80																											
15-16	80	80																											
16-17	82	80																											
17-18	88	80																											
18-19	80	80																											
19-20	50	80																											
20-21	80	80																											

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

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

Measure 4

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	MS Word Competency: MGMT4433																								
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency, using MS Word Assessment Rubric (Plan Attachment 10) Direct Summative Internal	Improvements in student performance has been consistent.	More written assignments with detailed instructions and guidance was provided in the assignment description. Additional assignments have been added in other classes as well.	Continue with no changes.	<table border="1"> <caption>MS Word Competency: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>88</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>82</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>85</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>92</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>92</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	88	80	15-16	95	80	16-17	60	80	17-18	82	80	18-19	85	80	19-20	92	80	20-21	92	80
Year	NWOSU	Target																											
14-15	88	80																											
15-16	95	80																											
16-17	60	80																											
17-18	82	80																											
18-19	85	80																											
19-20	92	80																											
20-21	92	80																											

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 1

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)																								
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 but positive spikes in 18-19 and 20-21. New faculty member hired in 2019-2020 has improved scores on this measure. Score improved substantially in 20-21.	New faculty member was hired in AY16-17 to teach Intermediate I. After two years, the faculty member seems to have identified a few weak areas and adjusted teaching style and topics which has made significant improvements in students' scores regarding the subject matter. Faculty hired has left the institution and new faculty are scheduled to be teaching this course beginning 2020.	<p align="center">Accounting Standards: ACCT3103</p> <table border="1"> <caption>Accounting Standards: ACCT3103 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>78</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>78</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>62</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> </tbody> </table> <p>Monitor for trend based on new faculty teaching the course.</p>	Year	NWOSU Score	Target Score	14-15	78	80	15-16	75	80	16-17	68	80	17-18	62	80	18-19	78	80	19-20	62	80	20-21	80	80
Year	NWOSU Score	Target Score																										
14-15	78	80																										
15-16	75	80																										
16-17	68	80																										
17-18	62	80																										
18-19	78	80																										
19-20	62	80																										
20-21	80	80																										

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 2

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)																								
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3113 Direct Summative External	Performance was above target through 18-19. Drop in 19-20 is unexplained at this time as no identifiable reason has been discovered to explain the decline in scores. New faculty member in ACCT has seen improved scores to target.	New faculty member was hired in AY16-17 to teach Intermediate II. After two years, the faculty member seems to have identified a few week areas and adjusted teaching style and topics which has made continual improvements in students' scores regarding the subject matter. Faculty has left NWOSU. One data point (19-20) could be anomaly. New ACCT faculty member hired in 2019-2020.	<p align="center">Accounting Standards: ACCT3113</p> <table border="1"> <caption>Accounting Standards: ACCT3113 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>85</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>82</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>88</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	85	80	15-16	82	80	16-17	88	80	17-18	88	80	18-19	90	80	19-20	58	80	20-21	80	80
Year	NWOSU	Target																										
14-15	85	80																										
15-16	82	80																										
16-17	88	80																										
17-18	88	80																										
18-19	90	80																										
19-20	58	80																										
20-21	80	80																										

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 3

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)																								
80% of the students will score 80% or higher on the test.	Standards test in ACCT 4303 Direct Summative External	Performance is mixed. Course had been taught by same instructor for several years using same measurement tool. Remote Adjunct Instructor used for AY 20-21. This instructor had many shortcomings, and was not invited back to teach at NWOSU in the future.	The extreme drop in scores for AY 20-21 is expected to be an anomaly.	Change Instructor for course. Monitor for increase scores in future semesters.																								
<p>Accounting Standards: ACCT4303</p> <table border="1"> <caption>Accounting Standards: ACCT4303 - Score Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>85</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>75</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>35</td> <td>80</td> </tr> </tbody> </table>					Academic Year	NWOSU Score	Target Score	14-15	95	80	15-16	75	80	16-17	80	80	17-18	85	80	18-19	75	80	19-20	80	80	20-21	35	80
Academic Year	NWOSU Score	Target Score																										
14-15	95	80																										
15-16	75	80																										
16-17	80	80																										
17-18	85	80																										
18-19	75	80																										
19-20	80	80																										
20-21	35	80																										

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: Accounting Topics MGMT4433																								
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	Scores have fluctuated with no detectable pattern of consistency.	No actual direct cause can be identified that would explain the fluctuation.	No action to be taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>25</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>65</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>65</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>45</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	45	50	15-16	25	50	16-17	30	50	17-18	65	50	18-19	50	50	19-20	65	50	20-21	45	50
Year	NWOSU Score	Target																											
14-15	45	50																											
15-16	25	50																											
16-17	30	50																											
17-18	65	50																											
18-19	50	50																											
19-20	65	50																											
20-21	45	50																											

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. ACBSP Region 6																								
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	Outcomes have jumped with no identifiable explanation.	ACBSP Region 6 scores did not appear on the report from PAS.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>47</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>56</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>56</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>-</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	47	57	15-16	39	57	16-17	46	56	17-18	49	57	18-19	49	56	19-20	49	58	20-21	65	-
Year	NWOSU Score	Target Score																											
14-15	47	57																											
15-16	39	57																											
16-17	46	56																											
17-18	49	57																											
18-19	49	56																											
19-20	49	58																											
20-21	65	-																											

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. ACBSP																								
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance shows an upward trend over the previous 5 years.	The AY20-21 had a large cohort of good students who performed well in many areas. This large number and the members of it could be a “population dynamic” that caused the score to increase over previous outcomes.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>43</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>66</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	43	58	15-16	39	58	16-17	46	52	17-18	49	52	18-19	49	54	19-20	49	56	20-21	66	56
Year	NWOSU Score	Target Score																											
14-15	43	58																											
15-16	39	58																											
16-17	46	52																											
17-18	49	52																											
18-19	49	54																											
19-20	49	56																											
20-21	66	56																											

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Performance shows an upward trend over the previous 5 years.	The AY20-21 had a large cohort of good students who performed well in many areas. This large number and the members of it could be a “population dynamic” that caused the score to increase over previous outcomes.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	58	15-16	40	52	16-17	48	58	17-18	50	58	18-19	50	55	19-20	50	55	20-21	65	50
Year	NWOSU Score	Target Score																											
14-15	45	58																											
15-16	40	52																											
16-17	48	58																											
17-18	50	58																											
18-19	50	55																											
19-20	50	55																											
20-21	65	50																											

3) Graduating students should recognize ethical conduct in Accounting.

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

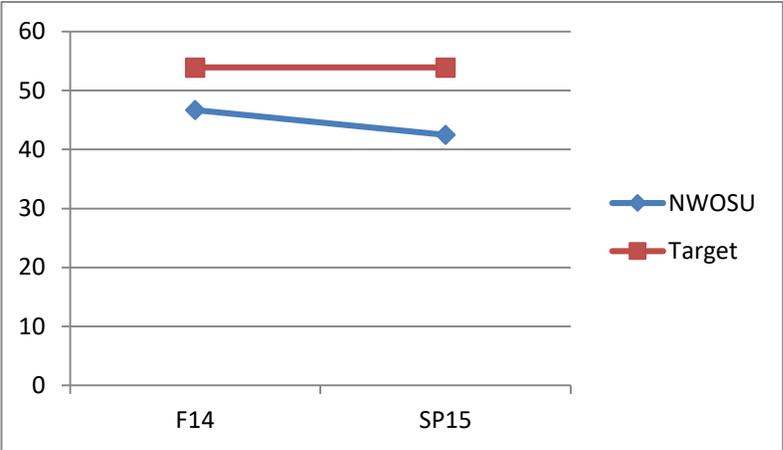
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. US Institutions																								
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Performance shows an upward trend over the previous 5 years.	The AY20-21 had a large cohort of good students who performed well in many areas. This large number and the members of it could be a “population dynamic” that caused the score to increase over previous outcomes.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	60	15-16	38	52	16-17	45	52	17-18	50	52	18-19	50	53	19-20	50	58	20-21	65	58
Year	NWOSU	Target																											
14-15	45	60																											
15-16	38	52																											
16-17	45	52																											
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18-19	50	53																											
19-20	50	58																											
20-21	65	58																											

3) Graduating students should recognize ethical conduct in Accounting.

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

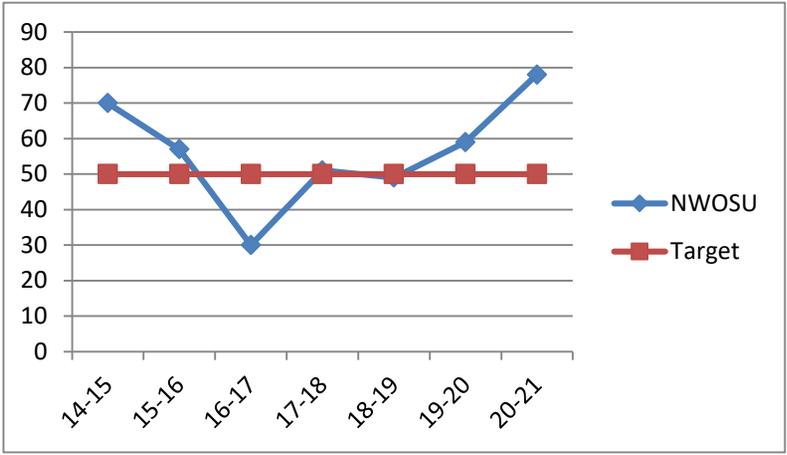
Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	International data is not available.	No analysis.	Remove from plan and report beginning in AY21-22. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Time Point</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>42</td> <td>54</td> </tr> </tbody> </table>	Time Point	NWOSU Score	Target Score	F14	47	54	SP15	42	54
Time Point	NWOSU Score	Target Score												
F14	47	54												
SP15	42	54												

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

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Percentile: MGMT4433																								
On the Accounting section of the PAS assessment test, collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	Scores have rebounded over the past 4 years.	Strong accounting instruction and the additional focus on topic in many classes could be the cause of the improvements over time.	No action taken.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" style="display: none;"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Percentile</th> <th>Target Percentile</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>60</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>78</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Percentile	Target Percentile	14-15	70	50	15-16	58	50	16-17	30	50	17-18	50	50	18-19	50	50	19-20	60	50	20-21	78	50
Year	NWOSU Percentile	Target Percentile																											
14-15	70	50																											
15-16	58	50																											
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17-18	50	50																											
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19-20	60	50																											
20-21	78	50																											

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

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	<p style="text-align: center;">Accounting Performance Frequency MGMT4433 vs. ACBSP Region 6</p>																								
<p>On the Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.</p>	<p>PAS Direct Summative External</p>	<p>Results are mixed. No trend detected.</p>	<p>ACBSP Region 6 scores not available from the PAS report.</p>	<p>No action taken. Watch for a trend to develop.</p>	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>55</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	55	15-16	55	55	16-17	78	55	17-18	45	55	18-19	40	55	19-20	50	55	20-21	55	55
Year	NWOSU	Target																											
14-15	70	55																											
15-16	55	55																											
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20-21	55	55																											

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

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. ACBSP																								
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Results are mixed. No trend detected. Scores close to target.	No identifiable cause can be discussed. Accounting has been a weak area for many non-Accounting students. Over the past few years, the number of accounting students has increased which has likely contributed to the increase in scores.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	58	15-16	50	52	16-17	78	60	17-18	45	55	18-19	42	53	19-20	48	55	20-21	48	54
Year	NWOSU	Target																											
14-15	70	58																											
15-16	50	52																											
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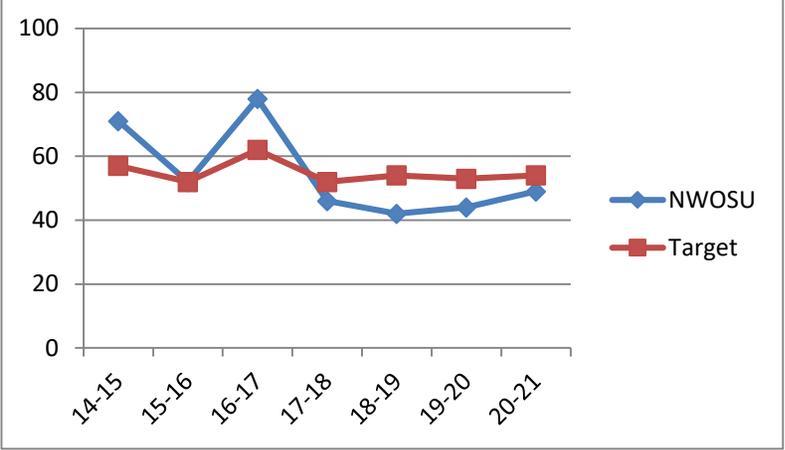
Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all Publicly Owned institutions.	PAS Direct Summative External	Results are mixed. No trend detected. Outcomes look stable over 4 previous years.	A change in curriculum and class discussion has included more analysis and emphasis upon relevance and importance of financial statements.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>44</td> <td>53</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	52	15-16	50	53	16-17	78	53	17-18	45	54	18-19	42	54	19-20	44	53	20-21	50	50
Year	NWOSU	Target																											
14-15	70	52																											
15-16	50	53																											
16-17	78	53																											
17-18	45	54																											
18-19	42	54																											
19-20	44	53																											
20-21	50	50																											

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

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

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. US Institutions																								
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Results are mixed. No trend detected. Outcomes look stable over 4 previous years.	A change in curriculum and class discussion has included more analysis and emphasis upon relevance and importance of financial statements.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" data-bbox="1031 467 1816 917"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>62</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>43</td> <td>53</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	58	15-16	50	50	16-17	78	62	17-18	45	52	18-19	42	54	19-20	43	53	20-21	48	55
Year	NWOSU	Target																											
14-15	70	58																											
15-16	50	50																											
16-17	78	62																											
17-18	45	52																											
18-19	42	54																											
19-20	43	53																											
20-21	48	55																											

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

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	None.	International comparative data is not available.	Remove from plan and report beginning in AY21-22. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	80	SP15	58	80
Year	NWOSU Score	Target												
F14	82	80												
SP15	58	80												

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Accounting minor

		Analysis of Results																								
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Minors vs. non-Accounting minors Frequency Scores																					
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	N=<2 in most cohorts.	No results to analyze.	Remove from plan and report beginning in AY21-22. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p>The graph displays two data series over six academic years (14-15 to 19-20). The Y-axis represents the frequency score, ranging from 0 to 90 in increments of 10. The X-axis represents the academic year. The 'Target' series, shown as a red line with square markers, is constant at a score of 80. The 'NWOSU' series, shown as a blue line with diamond markers, is constant at a score of 0.</p> <table border="1"> <caption>Accounting Minors vs. non-Accounting minors Frequency Scores</caption> <thead> <tr> <th>Academic Year</th> <th>Target</th> <th>NWOSU</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>0</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>0</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>0</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>0</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>0</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>0</td> </tr> </tbody> </table>	Academic Year	Target	NWOSU	14-15	80	0	15-16	80	0	16-17	80	0	17-18	80	0	18-19	80	0	19-20	80	0
Academic Year	Target	NWOSU																								
14-15	80	0																								
15-16	80	0																								
16-17	80	0																								
17-18	80	0																								
18-19	80	0																								
19-20	80	0																								

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Management minor

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Management Minors vs. non-Management Minor Frequency																								
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	Scores fluctuate unevenly.	The small number of students within each minor varies so drastically that no reasonable conclusion can be made.	No action to take as scores have been inconsistent.	<table border="1"> <caption>Management Minors vs. non-Management Minor Frequency</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>56</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>62</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>15</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>57</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>53</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>67</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	80	15-16	56	80	16-17	62	80	17-18	15	80	18-19	57	80	19-20	53	80	20-21	67	80
Year	NWOSU	Target																											
14-15	50	80																											
15-16	56	80																											
16-17	62	80																											
17-18	15	80																											
18-19	57	80																											
19-20	53	80																											
20-21	67	80																											

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Marketing minor

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Marketing Minor vs. non-Marketing Minor Frequency																								
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	Scores fluctuate unevenly.	The small number of students within each minor varies so drastically that no reasonable conclusion can be made.	Declared minors have decreased in almost all areas except for General Business so might need to consider removing specific minor content per the new Program Assessment Process.	<table border="1"> <caption>Marketing Minor vs. non-Marketing Minor Frequency</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>63</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>36</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>33</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>43</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	63	80	15-16	58	80	16-17	50	80	17-18	36	80	18-19	90	80	19-20	33	80	20-21	43	80
Year	NWOSU	Target																											
14-15	63	80																											
15-16	58	80																											
16-17	50	80																											
17-18	36	80																											
18-19	90	80																											
19-20	33	80																											
20-21	43	80																											

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – General Business minor

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	General Business Minors vs. non-Marketing minors Frequency Scores																								
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	Scores fluctuate unevenly.	The small number of students within each minor varies so drastically that no reasonable conclusion can be made.	Declared minors have decreased in almost all areas except for General Business so might need to consider removing specific minor content per the new Program Assessment Process.	<table border="1"> <caption>General Business Minors vs. non-Marketing minors Frequency Scores</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>42</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>32</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	42	80	15-16	58	80	16-17	0	80	17-18	0	80	18-19	0	80	19-20	58	80	20-21	32	80
Year	NWOSU Score	Target Score																											
14-15	42	80																											
15-16	58	80																											
16-17	0	80																											
17-18	0	80																											
18-19	0	80																											
19-20	58	80																											
20-21	32	80																											

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Entrepreneurship minor

		Analysis of Results		Business Plan GBUS3613																						
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																						
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 collected.	Changes among faculty members who teach GBUS3613 makes this measurement difficult to obtain and data collected will be unreliable because of the fluidity of the assessment tool. Adjunct faculty, especially their first time assigned to the course have not followed the approved rubric or used it inconsistently from its original intent.	Consider removing this from future reports. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<table border="1"> <caption>Business Plan GBUS3613 Performance Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Mgmt</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Mgmt	Target	14-15	80	80	15-16	80	80	16-17	80	80	17-18	80	80	18-19	80	80	19-20	80	80
Academic Year	NWOSU Mgmt	Target																								
14-15	80	80																								
15-16	80	80																								
16-17	80	80																								
17-18	80	80																								
18-19	80	80																								
19-20	80	80																								

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents.
 In MGMT 4433 Business Policy students will submit a written detailed analysis in MS Word (or compatible software) format.

Measure 1

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	MS Word Skills: MGMT4433																								
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	Scores have improved over the past few years.	Emphasis upon the specific features and in-class discussion and illustrations are covered in class.	No action taken.	<table border="1"> <caption>MS Word Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-14</td> <td>65</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>65</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>70</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>60</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>75</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-14	65	80	15-16	95	80	16-17	65	80	17-18	70	80	18-19	60	80	19-20	75	80	20-21	100	80
Year	NWOSU Score	Target Score																											
14-14	65	80																											
15-16	95	80																											
16-17	65	80																											
17-18	70	80																											
18-19	60	80																											
19-20	75	80																											
20-21	100	80																											

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents
 In MGMT 4433 Business Policy students will make a presentation using a PowerPoint (or compatible software) presentation.

Measure 2

		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)	PPT Skills: MGMT4433																								
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	Scores have remained above the target for the past several years..	PPT assignments were required throughout the curriculum and program. Many courses now require a PPT assignment at either the individual or team level. Decline in scores (19-20) due to students not submitting assignments as required.	No action to be taken. Monitor for trend.	<table border="1"> <caption>PPT Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>25</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>100</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>100</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>100</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>75</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	25	80	15-16	100	80	16-17	100	80	17-18	100	80	18-19	90	80	19-20	75	80	20-21	100	80
Year	NWOSU Score	Target																											
14-15	25	80																											
15-16	100	80																											
16-17	100	80																											
17-18	100	80																											
18-19	90	80																											
19-20	75	80																											
20-21	100	80																											

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

In GBUS 3753 Business Research students will demonstrate their ability to use Excel (or compatible software) by completing an assignment

Measure 3

		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)	Excel Skills: GBUS3753																								
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Excel assignment (or compatible software) format using the Excel Assessment Rubric (Plan Attachment 13) Direct Summative Internal	Five years of reliable data indicates a consistent performance below target, trend is showing a very small, but consistent, increase in scores. Spring 2020 was unusually low at 38%. Scores jumped substantially for AY20-21.	Changes in curriculum, teaching methods have had some small incremental improvement in student skills. Faculty teaching GBUS3753 has changed effective AY19-20. New instructor for AY19-20. Major disruptions due to COVID-19 likely responsible for low score in Spring 2020.	No action to be taken. Monitor for trend.	<table border="1"> <caption>Excel Skills: GBUS3753 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>62</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>65</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>64</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>66</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>70</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>82</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	62	80	15-16	65	80	16-17	64	80	17-18	66	80	18-19	70	80	19-20	58	80	20-21	82	80
Year	NWOSU Score	Target																											
14-15	62	80																											
15-16	65	80																											
16-17	64	80																											
17-18	66	80																											
18-19	70	80																											
19-20	58	80																											
20-21	82	80																											

3) Graduating students should recognize ethical conduct in Business.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: MGMT4433																								
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 scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	No action taken. Monitor for trend.	<p>Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>60</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	50	60	16-17	60	60	17-18	60	60	18-19	50	55	19-20	50	55	20-21	50	55
Year	NWOSU	Target																											
14-15	50	60																											
15-16	50	60																											
16-17	60	60																											
17-18	60	60																											
18-19	50	55																											
19-20	50	55																											
20-21	50	55																											

3) Graduating students should recognize ethical conduct in Business.

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. ACBSP Region 6																								
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 scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	No action to be taken. Monitor for trend.	<p>Ethical Decision Making</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>61</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>57</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	57	15-16	54	57	16-17	60	57	17-18	61	57	18-19	48	57	19-20	49	55	20-21	50	55
Year	NWOSU Score	Target Score																											
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3) Graduating students should recognize ethical conduct in Business.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. ACBSP																								
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	No action to be taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	55	55	16-17	60	58	17-18	62	55	18-19	48	55	19-20	49	55	20-21	50	55
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3) Graduating students should recognize ethical conduct in Business.

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. Public Institutions																								
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Performance is consistently below target.	Scores have returned closer to the moving average of 50, yet remain below the target.	No action to be taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	57	15-16	54	57	16-17	54	57	17-18	46	54	18-19	49	54	19-20	49	55	20-21	50	55
Year	NWOSU Score	Target Score																											
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3) Graduating students should recognize ethical conduct in Business.

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

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. US Institutions																								
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.	Scores have increased slightly, yet remain below the target.	No action to be taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>53</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>56</td> </tr> <tr> <td>18-19</td> <td>47</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>54</td> </tr> <tr> <td>20-21</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	58	15-16	53	58	16-17	53	58	17-18	45	56	18-19	47	54	19-20	48	54	20-21	49	56
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3) Graduating students should recognize ethical conduct in Business.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is below and appears to meet target.	Data is no longer available from non-US universities.	Remove from plan and report beginning in AY21-22. The Program Assessment process is currently undergoing a major overhaul. An improved process will be completed, ratified, and in use for the 2021-2022 Academic Year.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Year	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ORGANIZATIONAL LEADERSHIP MAJOR

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

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

Measure 1

		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	This goal, and thus this measurement, began with AY 2010-11. Therefore, there has been no measurement yet, as no students have gone through the program who have taken the pre-test.		Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1098 511 1780 646" style="border: 1px solid black; padding: 5px; width: fit-content;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1098 483 1782 613" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 509 1782 643" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1098 511 1780 643" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 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			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 509 1782 643" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 505 1782 638" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

PROGRAM GOALS FOR TECHNICAL MANAGEMENT MAJOR

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

Measure 1

		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)	Technical Management
80% of the students will show at least a 50% reduction in errors from the pre-test.	<p>A pretest will be administered by the program advisor before students take their first class in the program.</p> <p>A post-test will be administered in the MGMT 4433 Business Policy.</p> <p>Direct Summative Internal</p>			<p>Assessment committee with consider removing this from the assessment report.</p> <p>Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.</p>	<div style="border: 1px solid black; padding: 5px; text-align: center;"> <p>No Technical Management major has taken both the pre-test and the post-test.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
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	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time. AY20-21, N=1, an invalid & unreliable cohort measurement.	Assessment committee will need to consider withdrawing this assessment from the report. Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU (%)</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU (%)	Target (%)	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0	50	18-19	0	50	19-20	100	50	20-21	0
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Graduating students will take the PAS test in MGMT 4433 Business Policy class.

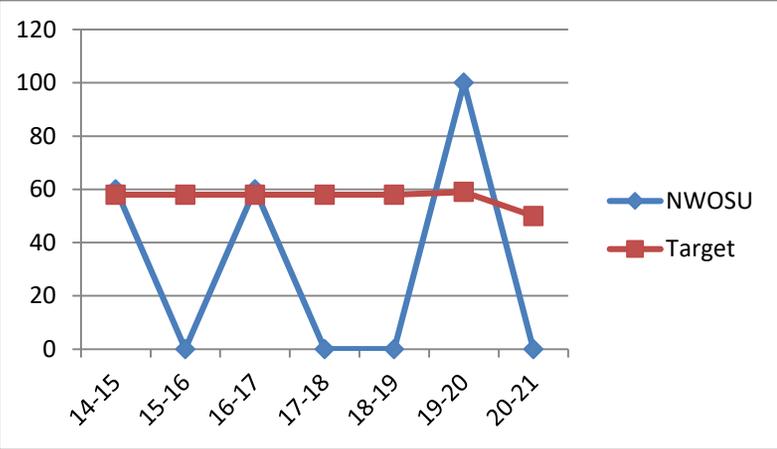
Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
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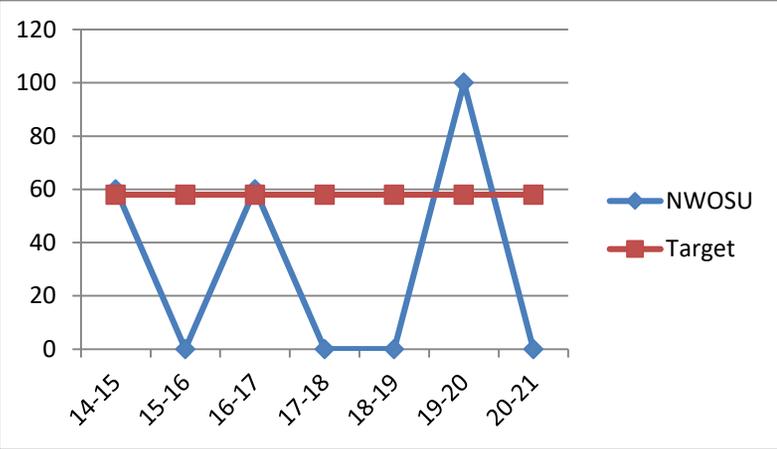
Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
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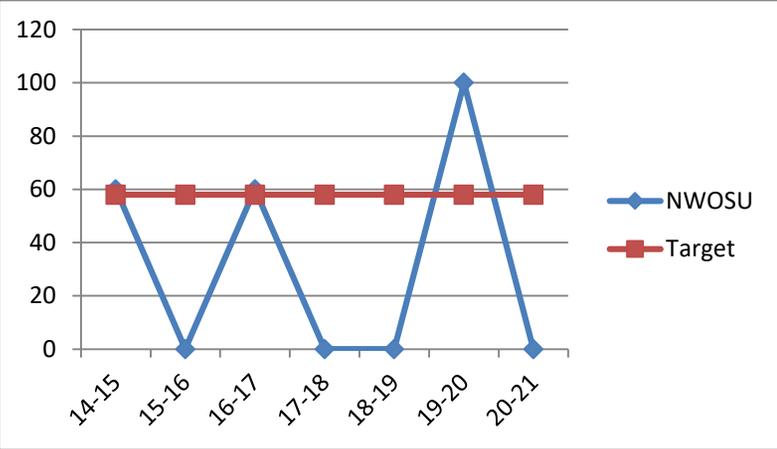
Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
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Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile .	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time. AY20-21, N=1, an invalid & unreliable cohort measurement.	Assessment committee will need to consider withdrawing this assessment from the report. Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.	 <table border="1" data-bbox="1129 479 1906 928"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>60</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>60</td> </tr> <tr> <td>20-21</td> <td>0</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60	16-17	60	60	17-18	0	60	18-19	0	60	19-20	100	60	20-21	0	60
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2) Graduating students should recognize ethical conduct in Business.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																								
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 institutions outside of the US is not collected by ACBSP.	No action taken yet.	<p>Assessment committee will need to consider withdrawing this assessment from the report.</p> <p>Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.</p>		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>0</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>0</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>0</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>0</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>0</td> </tr> <tr> <td>19-20</td> <td>0</td> <td>0</td> </tr> <tr> <td>20-21</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	0	15-16	0	0	16-17	60	0	17-18	0	0	18-19	0	0	19-20	0	0	20-21	0
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APPENDIX 1

In Spring 2014, Peregrine Academic Services assessment test (PAS) became the instrument for measuring student performance. The PAS is a good fit for NWOSU-DOB for the following reasons:

- pre-test/post-test model
- separate Accounting and Business Administration tests
- PAS test tests the 12/13 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

After seven consecutive years of using the PAS and several years of no major curriculum changes, outcomes have a commonality of inputs and output measurements that will provide a meaningful and reliable review and analysis. This structural consistency establishes a foundation upon which a reliable benchmark can be established.