

**Northwestern**

---

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2015-2016  
ASSESSMENT REPORT**

Issued: Spring 2017

Amended Fall 2018

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

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

Moving forward, a better assessment of information is expected.

## Program Outcomes for All Division of Business

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

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

#### Measure 1

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
60% of the students will score above the 50 <sup>th</sup> percentile on the PAS	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>% At or above 50th Percentile</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>32%</td> <td>60%</td> </tr> <tr> <td>15-16</td> <td>18%</td> <td>60%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	14-15	32%	60%	15-16	18%	60%
Year	% At or above 50th Percentile	Target												
14-15	32%	60%												
15-16	18%	60%												

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

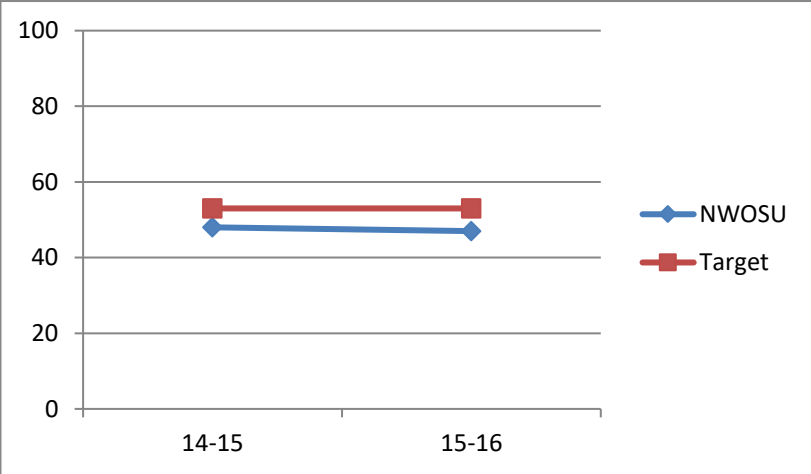
**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above the ACBSP Region 6 institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	<table border="1"> <caption>Mean PAS 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>~48</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>~49</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	~48	50	15-16	~49	50
Academic Year	NWOSU Score	Target Score												
14-15	~48	50												
15-16	~49	50												

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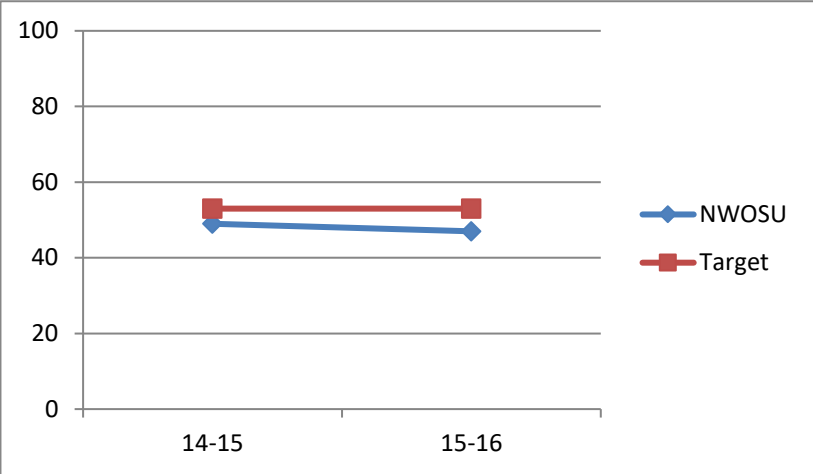
**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all ACBSP institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	 <table border="1"> <caption>Mean PAS Score and Target Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>53</td> </tr> <tr> <td>15-16</td> <td>47</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	53	15-16	47	53
Year	NWOSU Score	Target Score												
14-15	48	53												
15-16	47	53												

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

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

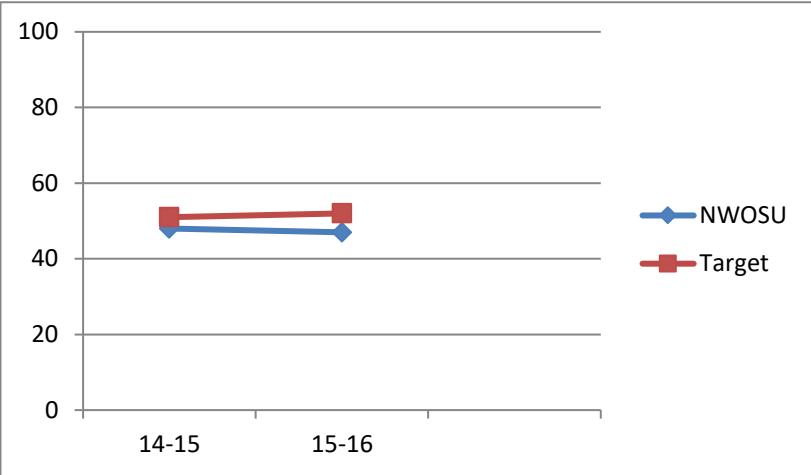
**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all publicly owned institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is slightly below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.  The faculty in receiving the results from the Peregrine exam do agree that the decision to change from the Major Field Test will be beneficial to the program and the students.	 <table border="1" data-bbox="1115 435 1923 906"> <caption>Mean PAS Score and Target Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>53</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	53	15-16	46	53
Year	NWOSU Score	Target Score												
14-15	48	53												
15-16	46	53												

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

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

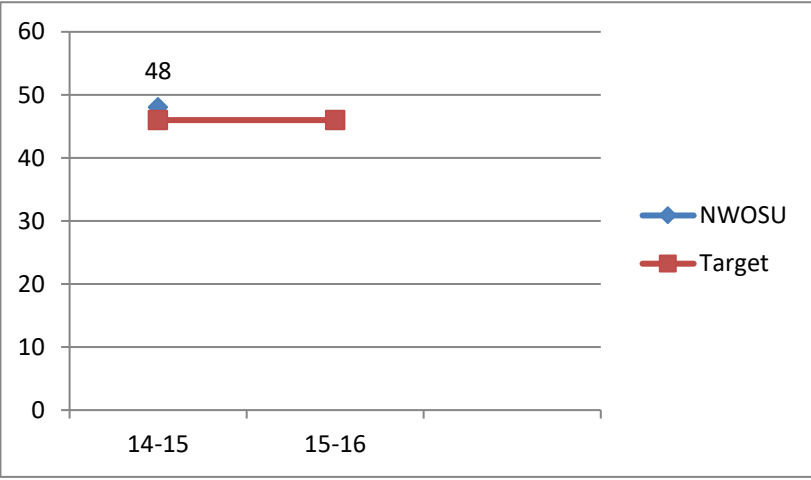
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all US institutions.	Peregrine Assessment Test  Direct External Summative Comparative	Performance is slightly below target.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	Because the Division of Business switched from Major Field Test to Peregrine in AY 2014-2015, there is no action to be reviewed.	 <table border="1" data-bbox="1115 435 1921 906"> <caption>Mean PAS Score and Target Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>47</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	52	15-16	47	52
Year	NWOSU Score	Target Score												
14-15	48	52												
15-16	47	52												

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

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**Measure 6**

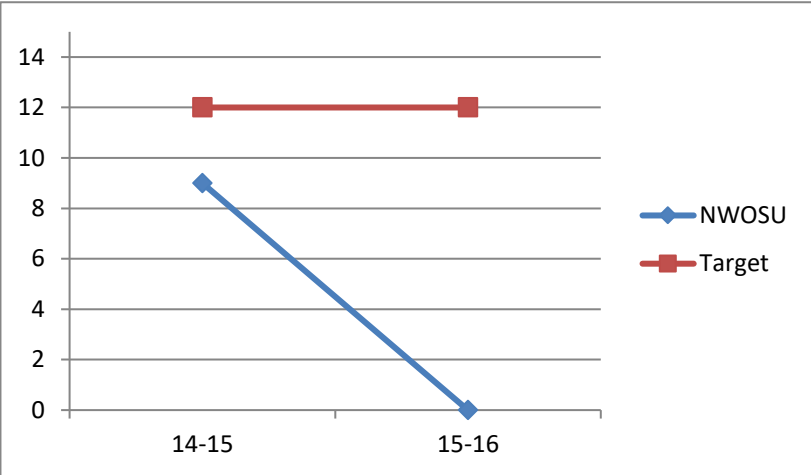
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test  Direct External Summative Comparative	International data is not available.	No action taken.	No action taken.	 <p>The graph displays the mean PAS score for NWOSU and the target score over two years. The y-axis represents the score, ranging from 0 to 60 in increments of 10. The x-axis represents the years 14-15 and 15-16. NWOSU's score is 48 in 14-15, and the target score is 45 in both years. The NWOSU score is consistently above the target score.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>45</td> </tr> <tr> <td>15-16</td> <td>48</td> <td>45</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	45	15-16	48	45
Year	NWOSU Score	Target Score												
14-15	48	45												
15-16	48	45												



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

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

**Measure 7**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
In 12 CPC indicators collectively at or above median score	Peregrine Assessment Test  Direct External Summative Comparative	Performance is below target.  AY15-16, none (0) of the 12 CPC were above the median score.	Two semesters of data are insufficient for meaningful analysis.  After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.	The PAS exam will provide reliable data regarding student scores on the 12 CPC.	 <table border="1" data-bbox="1115 435 1921 906"> <caption>Resulting Trends for 3-5 Years</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>9</td> <td>12</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	9	12	15-16	0	12
Year	NWOSU Score	Target												
14-15	9	12												
15-16	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**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	<p>Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)</p> <p>Direct Formative Internal</p>	Performance is slightly below target.	<p>Two semesters of data are insufficient for meaningful analysis.</p> <p>After AY 2015-2016, when there are four data points, the faculty will examine the results for trends and issues. After AY 2016-2017, the results will be annualized.</p>	<p>Areas of weakness are identified and adjustments to the class presentation of information and team assignment have been made to improve performance outcomes.</p>	<p align="center"><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>68</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	68	80	15-16	68	80
Year	NWOSU	Target												
14-15	68	80												
15-16	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**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Papers were assessed using the Written Communication Assessment Rubric (Plan Attachment 2)  Direct Formative Internal	Performance is above target but declining..	This measure was added to the Assessment Plan in AY 2014-15.  Two semesters of data are insufficient for meaningful analysis.  As the class is taught every semester, after AY 2015-2016 an analysis of the results to identify potential trends and issues will be made.	Scores have declined in numerical value as faculty are adjusting to the new measurement rubric. More time is needed to determine what students' actual performance is and if the initial measurement is a true reflection of skills.	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>85</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	95	80	15-16	85	80
Year	NWOSU	Target												
14-15	95	80												
15-16	85	80												

**Program Outcomes for All Division of Business**

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

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

**Measure 3**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Detailed analyses were assessed using the Written Communication Assessment Rubric (Plan Attachment 2)  Direct Summative Internal	Performance is below target.	In AY 2015-2016 a new required course was added to the Business and Accounting curricula – Business Environment. In that class business writing skills are introduced to the students.	Because Business Environment was introduced in AY 2015-2016, it will be AY 2017-2018 before any meaningful data will be available to assess the success of this action. Additional changes in curriculum and course assignments have been introduced to help improve writing skills.	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	80	15-16	45	80
Year	NWOSU	Target												
14-15	50	80												
15-16	45	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**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Stockholder presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)  Direct Summative Internal	Throughout the observation period, the goal has been met.  AY 2014-2015 scores dropped to minimum competency level. AY15-16 scores continued to drop below the target level.	The assessment for this outcome provided data that demonstrated that students exceeded or met the expected level of assessment for communication skills. .In AY 2014-2015 the rubric for evaluating SLO. The rubric was changed because the prior rubric was not discriminating enough to facilitate continuous improvement. After AY 2016-2017 (when four data points are available) the faculty will examine the data for trends and issues.	Changing the rubric appears to result in new more beneficial data to analyze for continuous improvement. Other changes to overall business curriculum with more presentations should have a positive influence on scores in upcoming years.	<p><b>Communication Skills</b></p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY 14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>AY 15-16</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY 14-15	80	80	AY 15-16	75	80
Year	NWOSU	Target												
AY 14-15	80	80												
AY 15-16	75	80												

**Program Outcomes for All Division of Business**

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

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

**MEASURE 1**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities using a faculty-approved rubric.	The assignment was assessed using the Critical Thinking Assessment Rubric (Plan Attachment 4)  Direct Formative Internal	Performance is near or below target.	This is a new measure that was added in AY 2014-2015. Prior to this measure, there was no formative measure regarding critical thinking. Based on prior summative assessment and observations by faculty, it was determined that critical thinking was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Critical thinking is now introduced in this class.	The action taken was in AY 2015-2016 and therefore, it will be at least two academic years before the impact of introducing the concept of critical thinking to students in Business Environment can be measured for success. Assignments added in GBUS1021 introduce students to critical thinking skills.	<table border="1"> <caption>Data for Critical Thinking Performance Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>75</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	75	80	15-16	75	80
Year	NWOSU	Target												
14-15	75	80												
15-16	75	80												

**Program Outcomes for All Division of Business**

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

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

**MEASURE 2**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities by scoring 20 points or higher on the faculty-approved rubric	Students submitted detailed case analyses and were assessed on items 3-5, 8-9, and 11-12 of Case Analysis Assessment Rubric (Plan Attachment 3)  Direct Summative External Comparative	Performance is at or below target. A significant drop occurs between AY14-15 and AY15-16.  Additional data is needed to determine a more appropriate level of performance.	This is a new rubric that was added in AY 2014-2015. Prior to this measure, the summative measure regarding critical thinking was not measuring what the SLO was targeting. Based on that prior summative assessment and observations by faculty, it was determined that critical thinking was not formally introduced to the students. A new required class,	Students are introduced to case studies and situations to develop their critical thinking skills. It will take two years before the students who are entering the program are taking MGMT4433 and demonstrate their skills.	<table border="1"> <caption>Resulting Trends for 3-5 Years</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> </tbody> </table>	Year	NWOSU	Target	14-15	68	80	15-16	38	80
Year	NWOSU	Target												
14-15	68	80												
15-16	38	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Formative Internal	Performance is at or near target.*	A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Teamwork is now introduced in this class	Instructors have not settled on one simulation or how to implement the necessary assignment in MRKT3043 to provide any reasonable results at this time. Marketing faculty will continue to work to find an instrument that will enhance students' learning in this area.	<table border="1"> <caption>Graph 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>~75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	~78	80	15-16	~75	80
Year	NWOSU	Target												
14-15	~78	80												
15-16	~75	80												

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



**Program Outcomes for All Division of Business**

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

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

**Measure 2**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Formative Internal	Performance is below target.  A large increase in scores occurred between AY14-15 and AY15-16. More data is needed to determine an appropriate level of performance.	Based on prior summative assessment and observations by faculty, it was determined that teamwork was not formally introduced to the students. A new required class, Business Environment, was added to the curriculum in AY 2015-2016. Teamwork is now introduced in this class.	GBUS1021 introduces the concept of teamwork and team member evaluation. As more team work is introduced in additional classes and students become more comfortable with evaluating their teammates, this measure should reflect more accurately student performance.	<table border="1"> <caption>Resulting Trends for 3-5 Years</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</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> </tbody> </table>	Year	NWOSU	Target	14-15	45	80	15-16	60	80
Year	NWOSU	Target												
14-15	45	80												
15-16	60	80												

### Program Outcomes for All Division of Business

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

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

**Measure 3**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations  Indirect Summative Internal	The students have generally scored slightly lower than the target. The past three years, students are performing at or above target.	In AY 2012-13 team simulations were added to MRKT 3043 and GBUS 3953 to give students more opportunities to develop teamwork skills.	Long-term impact of curriculum changes will be identified with more time.	<table border="1"> <caption>Performance Data for Measure 3</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY 14-15</td> <td>90</td> <td>80</td> </tr> <tr> <td>AY 15-16</td> <td>88</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY 14-15	90	80	AY 15-16	88	80
Year	NWOSU	Target												
AY 14-15	90	80												
AY 15-16	88	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**

<b>Analysis of Results</b>														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
collectively the students in the testing cohort should be at or above the mean score	PAS Direct Summative External	Performance is near or below target.  A large drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance.	Two academic years of data are insufficient for meaningful analysis. Question of relevancy of the AY15-16 results will need to be made in future years if this was an anomaly or an actual reflection of student skills.	Two data points does not identify any trend. However, the cohort taking the PAS in AY15-16 scored significantly below the median score.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>~52</td> <td>~52</td> </tr> <tr> <td>15-16</td> <td>~15</td> <td>~52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	~52	~52	15-16	~15	~52
Year	NWOSU	Target												
14-15	~52	~52												
15-16	~15	~52												

**Program Outcomes for All Division of Business**

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

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

**Measure 5**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
In the PAS Leadership score (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	Performance is at or above target.  A large drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing against their Region 6 colleagues.	<table border="1"> <caption>Performance Data for Measure 5</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>15</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	50	15-16	15	52
Year	NWOSU Score	Target Score												
14-15	50	50												
15-16	15	52												

**Program Outcomes for All Division of Business**

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

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

**Measure 6**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS  Direct Summative External	Performance is near, but below target.  A drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing against their colleagues in accredited programs.	<table border="1"> <caption>Performance Data for Measure 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>52</td> <td>54</td> </tr> <tr> <td>15-16</td> <td>41</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	52	54	15-16	41	54
Year	NWOSU Score	Target Score												
14-15	52	54												
15-16	41	54												

**Program Outcomes for All Division of Business**

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

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

**Measure 7**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS  Direct Summative External	Performance is near but below target.  A small drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored slightly below the target score.	The score after three consecutive years will be used to determine how well students are performing against colleagues in public institutions.	<table border="1"> <caption>Performance Data for Measure 7</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	40	55
Year	NWOSU Score	Target Score												
14-15	50	55												
15-16	40	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			Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)										
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States	PAS Direct Summative External	Performance is near but below target.  A small drop in scores took place between AY14-15 and AY15-16.  More data is needed to determine the baseline for student performance	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing against their colleagues in institutions across the US.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>~52</td> <td>~55</td> </tr> <tr> <td>15-16</td> <td>~41</td> <td>~55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	~52	~55	15-16	~41	~55
Year	NWOSU Score	Target Score												
14-15	~52	~55												
15-16	~41	~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 9**

		<b>Analysis of Results</b>												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	No data available for international institutions.	International data is not available for this measurement.	No action to be taken.	<table border="1"> <caption>Line Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>52</td> <td>48</td> </tr> <tr> <td>15-16</td> <td>41</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	52	48	15-16	41	52
Year	NWOSU	Target												
14-15	52	48												
15-16	41	52												



**Program Outcomes for All Division of Business**

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

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

**Measure 1**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Deepwater simulation  Direct Formative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort during AY15-16 scored slightly higher in previous year but lower than the target score.	The same simulation is used to provide consistency of instrument so that any changes are not attributable to the instrument but to pedagogy and instructor feedback.	<table border="1"> <caption>Performance Data for Measure 1</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> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	53	80	15-16	57	80
Year	NWOSU Score	Target Score												
14-15	53	80												
15-16	57	80												

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

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

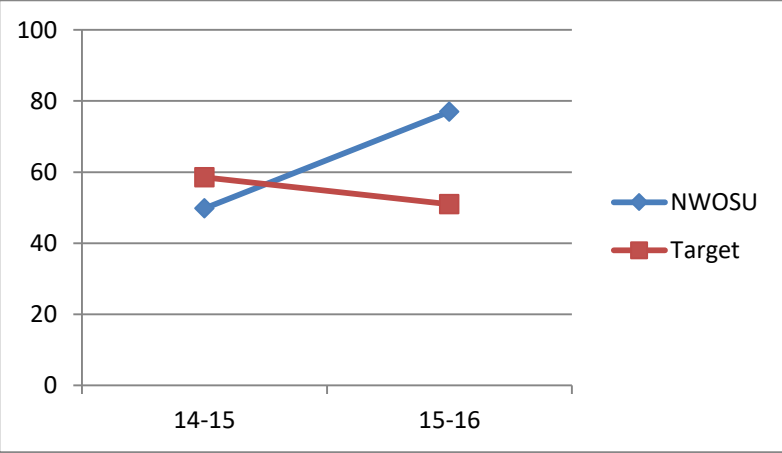
**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)												
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10-11)  Direct Summative Internal	As of AY 2013-14, student scores re: "Considered Stakeholder Analysis" have met expectations.  Scores have been lower since AY13-14.	Changes made in assignment required elements have made an impact upon student ability to analyze ethical impact upon management decisions.  Long-term trend cannot be determined with only three data points.	Additional data are needed to determine the actual performance of students. The assignment has remain unchanged so that any changes can be related to student performance and not instrument used.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>AY 13-14</td> <td>80</td> <td>80</td> </tr> <tr> <td>AY 14-15</td> <td>42</td> <td>80</td> </tr> <tr> <td>AY 15-16</td> <td>50</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	AY 13-14	80	80	AY 14-15	42	80	AY 15-16	50	80
Year	NWOSU	Target															
AY 13-14	80	80															
AY 14-15	42	80															
AY 15-16	50	80															

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

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

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile..	PAS Direct Summative External	Scores have improved between AY14-15 and AY15-16.  Scores in AY15-16 are higher than the target..	Two years of data are insignificant to make any definitive statement. However, scores for AY15-16 increased drastically and were above target.	Scores after three years will be used to determine if the improvement was a sustainable improvement or just an anomaly.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 516 1906 966"> <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>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	78	52
Year	NWOSU	Target												
14-15	50	60												
15-16	78	52												

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

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

**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
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	Scores have improved minimally.  Performance is slightly higher than target, but not significantly above target.	Two years of data are inconsequential to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored higher than the previous cohort and slightly above the target.	Faculty will continue monitoring the outcomes to see if the results hold true over several testing periods.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="display: none;"> <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>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	52
Year	NWOSU	Target												
14-15	50	58												
15-16	55	52												

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

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

**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
<p>The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.</p>	<p>PAS Direct Summative External</p>	<p>Scores have improved minimally.  Performance is slightly higher than target, but not significantly above target.</p>	<p>Two years of data are inconsequential to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored higher than the previous cohort and slightly above the target.</p>	<p>Faculty will continue monitoring the outcomes to see if the results hold true over several testing periods.</p>	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	52
Year	NWOSU	Target												
14-15	50	60												
15-16	55	52												

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

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

**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS  Direct Summative External	Scores have improved minimally.  Performance is slightly higher than target, but not significantly above target.  .	Two years of data are inconsequential to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored higher than the previous cohort and slightly above the target.	Faculty will continue monitoring the outcomes to see if the results hold true over several testing periods.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</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>55</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	52
Year	NWOSU	Target												
14-15	50	58												
15-16	55	52												

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

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

**Measure 7**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Scores have improved minimally.  Performance is slightly higher than target, but not significantly above target.	Two years of data are inconsequential to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored higher than the previous cohort and slightly above the target.	Faculty will continue monitoring the outcomes to see if the results hold true over several testing periods.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</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>55</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	52
Year	NWOSU	Target												
14-15	50	60												
15-16	55	52												

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

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

**Measure 8**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	One data point is insignificant to make any conclusions.	Data from international institutions is not available.	No action to be taken.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</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>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	55	15-16	50	55
Year	NWOSU	Target												
14-15	50	55												
15-16	50	55												



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

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

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

**Measure 1**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3)  Direct Summative Internal	Performance has been below target but improvement has been made in scores.	Scores have improved from 47-60%.  Students were given a sample case analysis starting in Fall 2013 to better demonstrate acceptable level of performance. In prior semesters, students were simply given a description of what was expected in the case analysis.	Students will continue to receive a sample of a written case study as a guide to use. Additional written assignments in other classes are needed to help reinforce these concepts.	<table border="1"> <caption>Performance Data for Measure 1</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance (%)</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>AY 14-15</td> <td>~55</td> <td>80</td> </tr> <tr> <td>AY 15-16</td> <td>~75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance (%)	Target (%)	AY 14-15	~55	80	AY 15-16	~75	80
Year	NWOSU Performance (%)	Target (%)												
AY 14-15	~55	80												
AY 15-16	~75	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 4133 Accounting Information Systems students complete a computer software project with a written report as assessed by Accounting/Bookkeeping Software Assessment Rubric (Plan Attachment 7)  Direct Summative Internal	Data has not been provided.	Volatility in faculty teaching this course has resulted in no data being collected.  Consistency in assigning courses taught to one faculty should remove this hindrance to collecting appropriate data.	No action to be reviewed.	<table border="1"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>0</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	0	80	15-16	0	80
Year	NWOSU	Target												
14-15	0	80												
15-16	0	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												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8)  Direct Summative Internal	Performance is below target.*	Results are below target set. New rubric and teaching concepts may be attributed to low scores.  Additional data over more years will be needed to make any reasonable conclusion.	No action to be reviewed.	<table border="1"> <caption>Performance Data for Measure 2</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance (%)</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>~64</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance (%)	Target (%)	14-15	~62	80	15-16	~64	80
Year	NWOSU Performance (%)	Target (%)												
14-15	~62	80												
15-16	~64	80												

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

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

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

**Measure 3**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3133 Individual Income Tax there will be an income tax software-based project, as assessed using Income Tax Software Assessment Rubric (Plan Attachment 9)  Direct Summative Internal	Student scores have been above the target.	Faculty turnover has occurred. New faculty teaching this course will be instructed about the assessment tools and topics.	No action to be reviewed.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>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> </tbody> </table>	Year	NWOSU Score	Target	14-15	85	80	15-16	80	80
Year	NWOSU Score	Target												
14-15	85	80												
15-16	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency, using MS Word Assessment Rubric (Plan Attachment 10)  Direct Summative Internal	Performance is above and/or below target.	Students' skills are developed in multiple courses from high school through their collegiate experience that require MS Word.	No action to be taken.	<table border="1"> <caption>Resulting Trends for 3-5 Years</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> </tbody> </table>	Year	NWOSU	Target	14-15	88	80	15-16	95	80
Year	NWOSU	Target												
14-15	88	80												
15-16	95	80												

**PROGRAM GOALS FOR ACCOUNTING MAJOR**

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

**Measure 1**

<b>Analysis of Results</b>														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3103  Direct Formative External	Performance is below or near target.	The score after three consecutive years will be used to determine how well students are performing.	No action to be reviewed.	<table border="1"> <caption>Graph 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>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	78	80	15-16	75	80
Year	NWOSU	Target												
14-15	78	80												
15-16	75	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**

<b>Analysis of Results</b>														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3113  Direct Summative External	Performance is above target but is statistically insignificant.	The score after three consecutive years will be used to determine how well students are performing	No action to be reviewed.	<table border="1"> <caption>Resulting Trends for 3-5 Years</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>84</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	85	80	15-16	84	80
Year	NWOSU	Target												
14-15	85	80												
15-16	84	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**

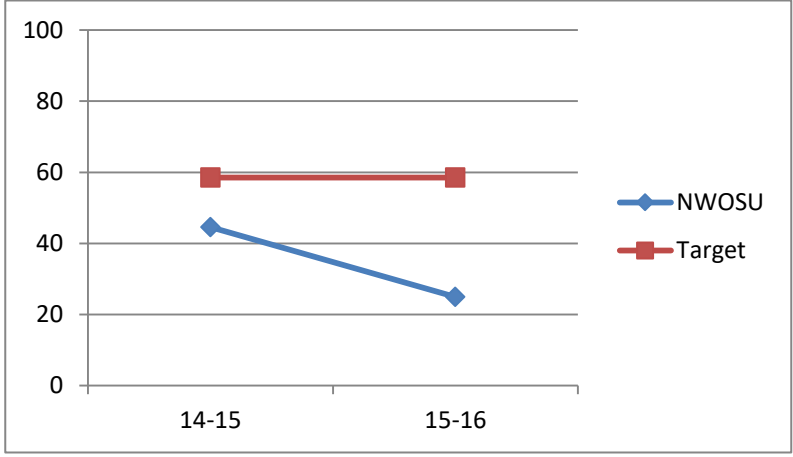
Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score 80% or higher on the test.	Standards test in ACCT 4303  Direct Summative External	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the previous cohort.	The class is only taught one semester per academic year. One semester of data is insufficient for meaningful analysis.  After AY 2016-2017, when there are three data points, the faculty will examine the data to determine any trends or issues.	No action to be reviewed.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>92</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>74</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	92	80	15-16	74	80
Year	NWOSU	Target												
14-15	92	80												
15-16	74	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile..	PAS  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing  Recruiting a qualified and effective accounting instructor is needed to replace the faculty member who left.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>25</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	60	15-16	25	60
Year	NWOSU Score	Target Score												
14-15	45	60												
15-16	25	60												

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

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

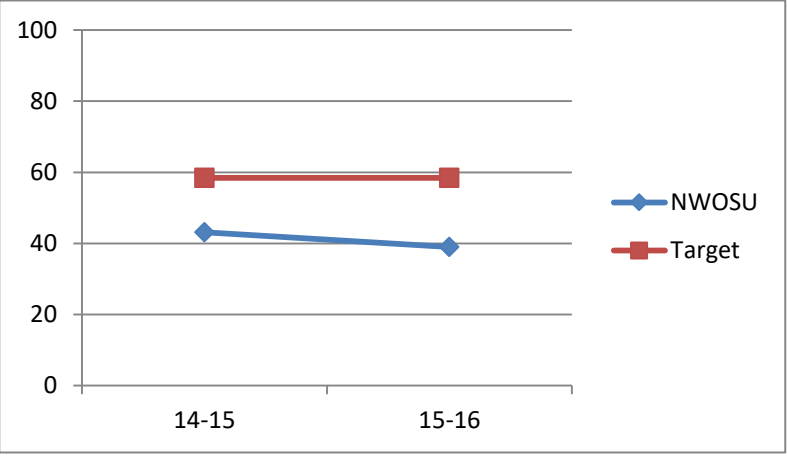
**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score.	The score after three consecutive years will be used to determine how well students are performing	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	58	15-16	40	58
Year	NWOSU Score	Target Score												
14-15	48	58												
15-16	40	58												

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

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

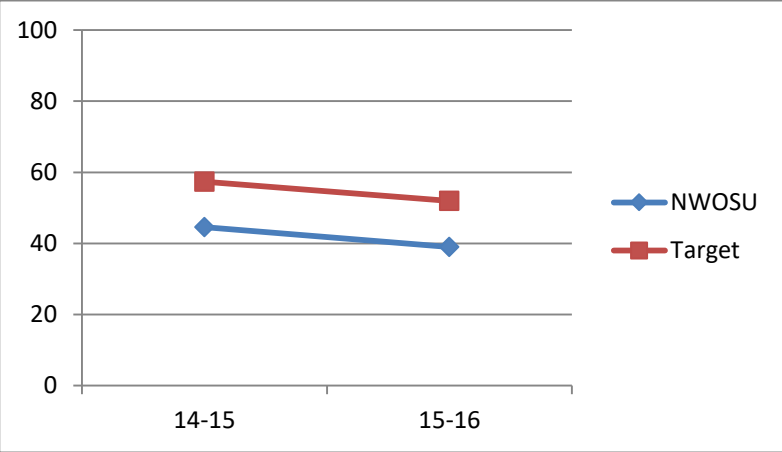
**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 479 1911 933"> <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>44</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	44	60	15-16	39	60
Year	NWOSU Score	Target Score												
14-15	44	60												
15-16	39	60												

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

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

**Measure 4**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 479 1906 928"> <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>39</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	58	15-16	39	52
Year	NWOSU	Target												
14-15	45	58												
15-16	39	52												

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

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

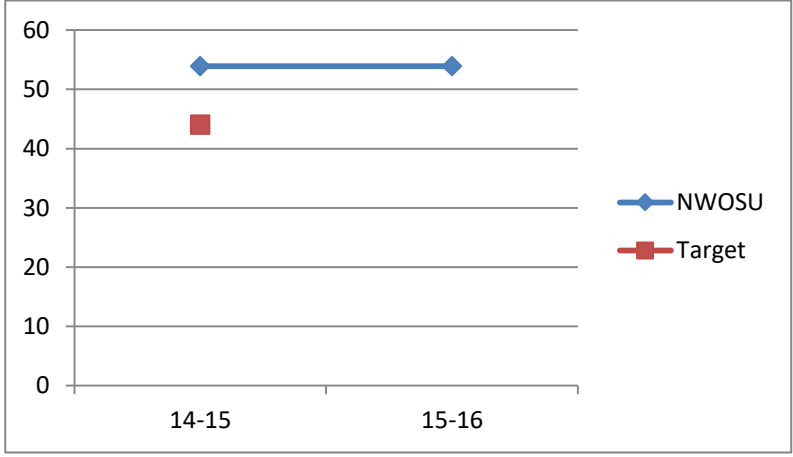
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
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.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	60	15-16	40	52
Year	NWOSU	Target												
14-15	45	60												
15-16	40	52												

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

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

**Measure 6**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS  Direct Summative External		Data from international institutions is not available.	No action taken.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1123 479 1911 933"> <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>54</td> <td>44</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>-</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	54	44	15-16	54	-
Year	NWOSU Score	Target Score												
14-15	54	44												
15-16	54	-												

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

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

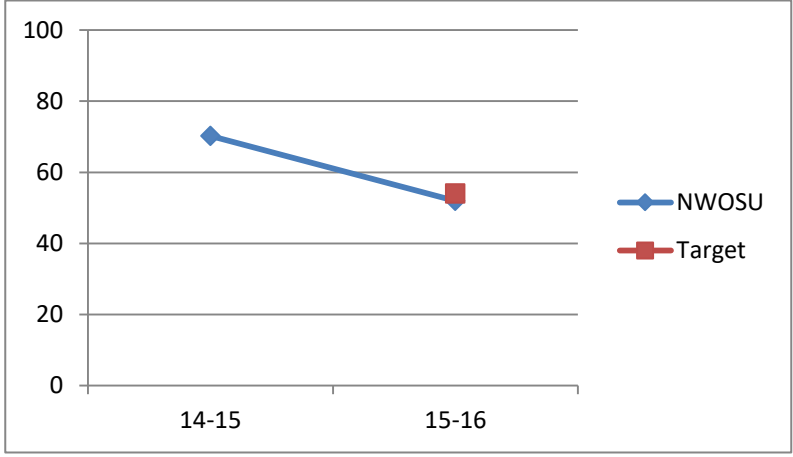
**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Accounting section of the PAS assessment test, collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile.	PAS  Direct Summative External	Performance is above or meets target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored above the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	70	50	15-16	55	50
Year	NWOSU Score	Target Score												
14-15	70	50												
15-16	55	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS  Direct Summative External	N/A Refer to Measures 1 and 3.	No comparison data is available.	No action taken.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>-</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	70	-	15-16	52	52
Year	NWOSU Score	Target Score												
14-15	70	-												
15-16	52	52												

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



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

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

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS  Direct Summative External	Performance is above or meets target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well equal to the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</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>50</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	55	15-16	50	50
Year	NWOSU	Target												
14-15	70	55												
15-16	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.

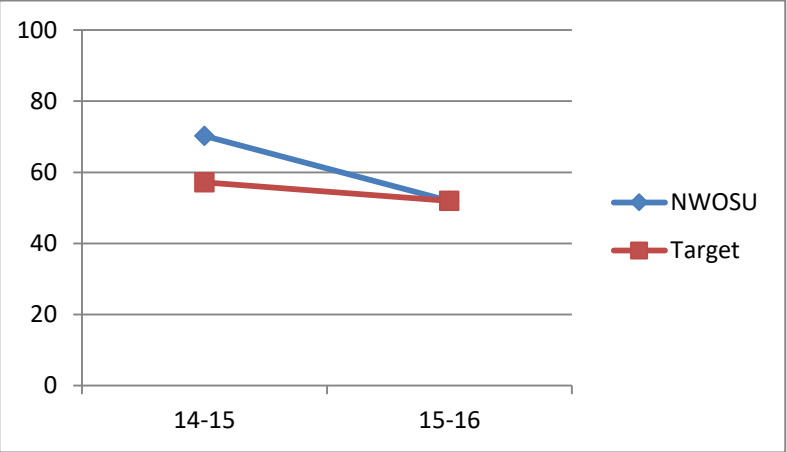
**Measure 4**

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 institutions.	PAS  Direct Summative External	Performance is above target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored at the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	70	52	15-16	52	52
Year	NWOSU Score	Target Score												
14-15	70	52												
15-16	52	52												

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

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

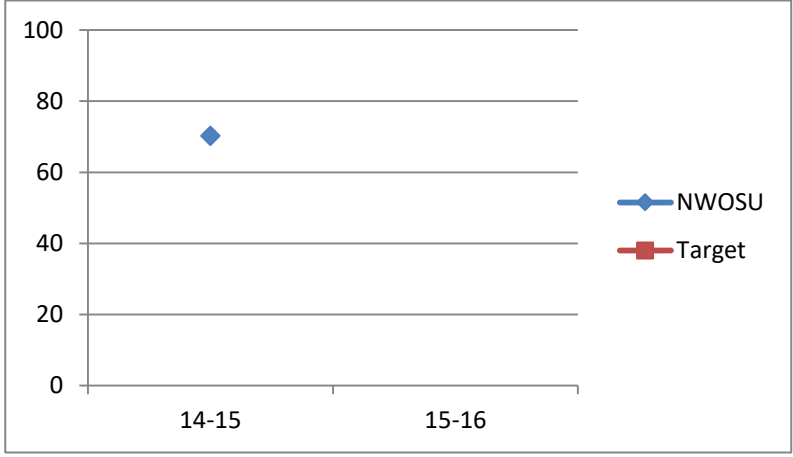
**Measure 5**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS  Direct Summative External	Performance is above or meets target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored at the target score and lower than previous cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" data-bbox="1129 479 1911 928"> <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>70</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	58	15-16	52	52
Year	NWOSU	Target												
14-15	70	58												
15-16	52	52												

**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	N/A Refer to Measure 1.		No action to be taken.	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <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>70</td> <td>100</td> </tr> <tr> <td>15-16</td> <td>-</td> <td>100</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	70	100	15-16	-	100
Year	NWOSU Score	Target Score												
14-15	70	100												
15-16	-	100												

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

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

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

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

**Measure 1 – Accounting minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Accounting portion of the PAS test, 80% of the Accounting minors will score above the average frequency correct score of non-Accounting minor students taking the same exam.	PAS Test  Direct Summative External	Data not collected.	No action taken.	No action to be taken.	<table border="1"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>0</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	0	80	15-16	0	80
Year	NWOSU	Target												
14-15	0	80												
15-16	0	80												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

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

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

**Measure 1 – Management minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Management portion of the PAS test, 80% of the Management minors will score above the average frequency correct score of non-Management minor students taking the same exam.	PAS Test  Direct Summative External	Scores have dropped significantly between AY14-15 and AY15-16. AY14-15 each Management minor student taking the PAS scored above the non-Management students on management topics.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and the previous cohort.  AY14-15 is probably an anomaly.	The score after three consecutive years will be used to determine how well students are performing	<table border="1"> <caption>Resulting Trends for 3-5 Years</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>100</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	100	80	15-16	55	80
Year	NWOSU Score	Target Score												
14-15	100	80												
15-16	55	80												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

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

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

**Measure 1 – Marketing minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score and lower than previous cohort.	The score after three consecutive years will be used to determine how well students are performing	<table border="1"> <caption>PAS Test Scores Data</caption> <thead> <tr> <th>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>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	62	80	15-16	58	80
Year	NWOSU Score	Target Score												
14-15	62	80												
15-16	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 – General Business minor**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test  Direct Summative External	Performance is below target.  Performance of Marketing Majors appears to be superior to non-Marketing majors.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored above the previous cohort but still below the target score.	The score after three consecutive years will be used to determine how well students are performing.	<table border="1"> <caption>Resulting Trends for 3-5 Years</caption> <thead> <tr> <th>Year</th> <th>Target</th> <th>NWOSU MRKT</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>42</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>58</td> </tr> </tbody> </table>	Year	Target	NWOSU MRKT	14-15	80	42	15-16	80	58
Year	Target	NWOSU MRKT												
14-15	80	42												
15-16	80	58												



**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

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

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

**Measure 1 – Entrepreneurship minor**

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students will score at or higher than acceptable on a faculty-approved rubric	Business Plan assessed using Business Plan Assessment Rubric (Plan Attachment 11)  Direct Summative External	No data for Fall 2014	No action taken.	No actions to review.	<table border="1"> <caption>Performance Trends Data</caption> <thead> <tr> <th>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>-</td> <td>-</td> </tr> </tbody> </table>	Year	NWOSU Mgmt	Target	14-15	80	80	15-16	-	-
Year	NWOSU Mgmt	Target												
14-15	80	80												
15-16	-	-												

**PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR**

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

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

**Measure 1**

		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Students will submit a written detailed analysis in MS Word (or compatible software) format using the MS Word Assessment Rubric (Plan Attachment 10)  Direct Summative Internal	Performance has improved between AY14-15 cohort and AY15-16 cohort.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well above previous cohort and above target.	The score after three consecutive years will be used to determine how well students are performing	<table border="1"> <caption>Performance Data for Measure 1</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>65</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	65	80	15-16	95	80
Year	NWOSU Score	Target Score												
14-15	65	80												
15-16	95	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)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Stockholder presentations using the PowerPoint Assessment Rubric (Plan Attachment 11)  Direct Summative Internal	Scores have improved between AY14-15 cohort and AY15-16 cohort.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well above the AY14-15 cohort and slightly above the target score.	The score after three consecutive years will be used to determine how well students are performing	<table border="1"> <caption>Performance Data for Measure 2</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>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	58	80	15-16	100	80
Year	NWOSU Score	Target Score												
14-15	58	80												
15-16	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**

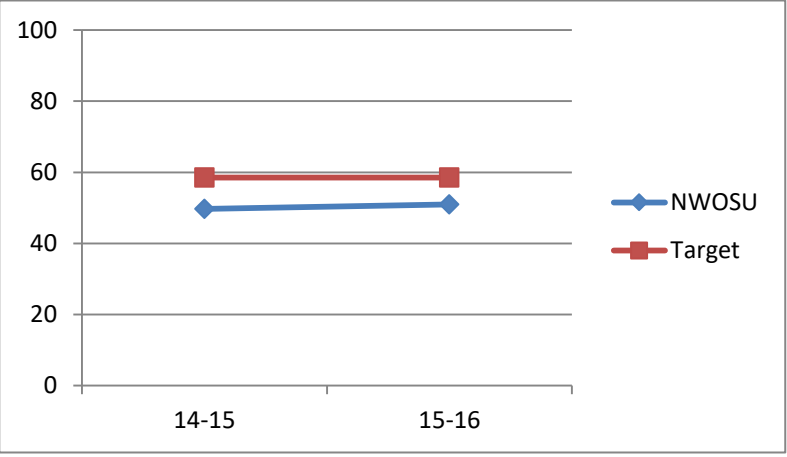
		Analysis of Results												
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Excel assignment (or compatible software) format using the Excel Assessment Rubric (Plan Attachment 13)  Direct Summative Internal	Performance is below target.*	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY15-16 scored well below the target score	The score after three consecutive years will be used to determine how well students are performing	<table border="1"> <caption>Data for Performance Measure 3</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>80</td> </tr> <tr> <td>15-16</td> <td>65</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	80	15-16	65	80
Year	NWOSU Score	Target Score												
14-15	60	80												
15-16	65	80												

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

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

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

**Measure 1**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 <sup>th</sup> percentile.	PAS  Direct Summative External	Performance is below target.	Two years of data are insignificant to make any definitive conclusion.  However, the cohort taking the PAS during AY14-15 and the cohort taking the PAS during AY15-16 scored equal.	The score after three consecutive years will be used to determine how well students are performing	<p style="text-align: center;"><b>Ethical Decision Making</b></p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</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> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	60	15-16	50	60
Year	NWOSU Score	Target Score												
14-15	50	60												
15-16	50	60												

(See page 27)

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

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

**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
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	Scores are near target set.	Two years of data are insignificant to make any definitive conclusion.  However, very little change in scores has taken place between the AY14-15 and AY15-16 cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	52
Year	NWOSU	Target												
14-15	50	58												
15-16	55	52												

(See page 29)

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

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

**Measure 3**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS  Direct Summative External	Scores are near or at target.	Two years of data are insignificant to make any definitive conclusion.  However, very little change in scores has taken place between the AY14-15 and AY15-16 cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</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>55</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	55
Year	NWOSU	Target												
14-15	50	60												
15-16	55	55												

(See page 30)

**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)	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	Scores are near or at target.	Two years of data are insignificant to make any definitive conclusion.  However, very little change in scores has taken place between the AY14-15 and AY15-16 cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <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>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	55
Year	NWOSU	Target												
14-15	50	58												
15-16	55	55												

(See page 31)



**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)	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	Scores are near or at target.	Two years of data are insignificant to make any definitive conclusion.  However, very little change in scores has taken place between the AY14-15 and AY15-16 cohorts.	The score after three consecutive years will be used to determine how well students are performing.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <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>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	55
Year	NWOSU	Target												
14-15	50	60												
15-16	55	55												

(See page 32)

**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		Data from international institutions is not available.	No action taken.	<p style="text-align: center;"><b>Ethical Decision Making</b></p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target 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> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	55	55
Year	NWOSU Score	Target Score												
14-15	50	55												
15-16	55	55												

(See page 33)

**PROGRAM GOALS FOR ORGANIZATIONAL LEADERSHIP MAJOR**

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

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

**Measure 1**

		<b>Analysis of Results</b>			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	A pretest will be administered in the first ORGL class – Foundations. A post-test will be administered in the final ORGL class – Capstone.  Direct Summative Internal	No students.	No action to be taken.	No action to be taken.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

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

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

**Measure 1**

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

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

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

**Measure 2**

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS  Direct Summative External	No students.	No action to be taken.	No action to be taken.	<div data-bbox="1098 446 1780 576" 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	No students.	No action to be taken.	No action to be taken.	<div data-bbox="1098 475 1782 607" 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	No students.	No action to be taken.	No action to be taken.	<div data-bbox="1098 475 1780 605" 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	No students.	No action to be taken.	No action to be taken.	<div data-bbox="1098 475 1782 607" 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	No students.	No action to be taken.	No action to be taken.	<div data-bbox="1098 505 1782 638" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

**PROGRAM GOALS FOR TECHNICAL MANAGEMENT MAJOR**

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

**Measure 1**

		<b>Analysis of Results</b>			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	<p>A pretest will be administered by the program advisor before students take their first class in the program.</p> <p>A post-test will be administered in the MGMT 4433 Business Policy.</p> <p>Direct Summative Internal</p>	No students.	No action to be taken.	No action to be taken.	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> <p>No Technical Management major has taken both the pre-test and the post-test.</p> </div>

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

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

**Measure 1**

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

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

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

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

**Measure 2**

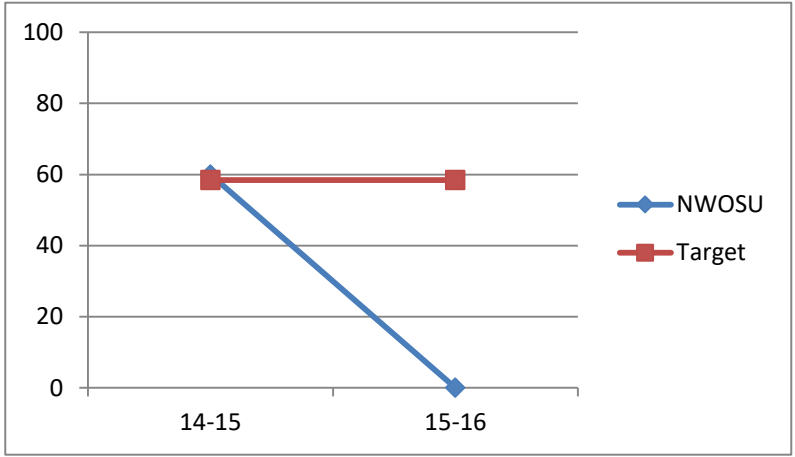
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS  Direct Summative External	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	<table border="1"> <caption>Data for Ethics Section Performance Graph</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>~55</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>~55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	~60	~55	15-16	0	~55
Year	NWOSU Score	Target Score												
14-15	~60	~55												
15-16	0	~55												

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

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

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

**Measure 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	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	 <table border="1" data-bbox="1123 440 1913 894"> <caption>Performance Data for Measure 3</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> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60
Year	NWOSU Score	Target Score												
14-15	60	60												
15-16	0	60												

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**Measure 4**

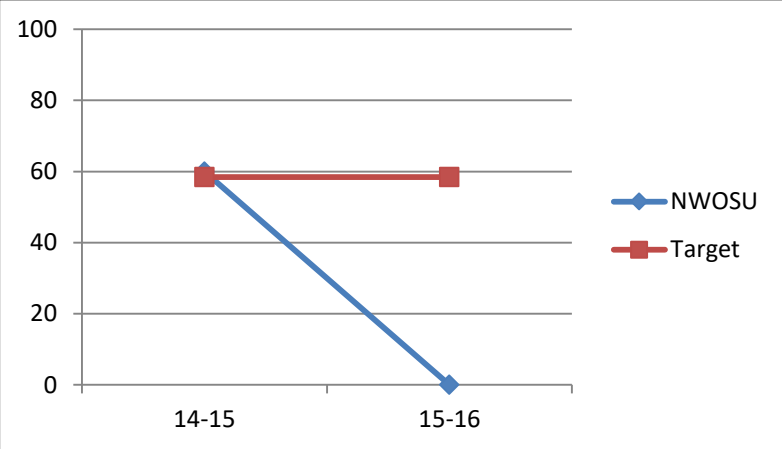
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS  Direct Summative External	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	<table border="1"> <caption>Data for Performance Measure 4 Graph</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> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60
Year	NWOSU Score	Target Score												
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**Measure 5**

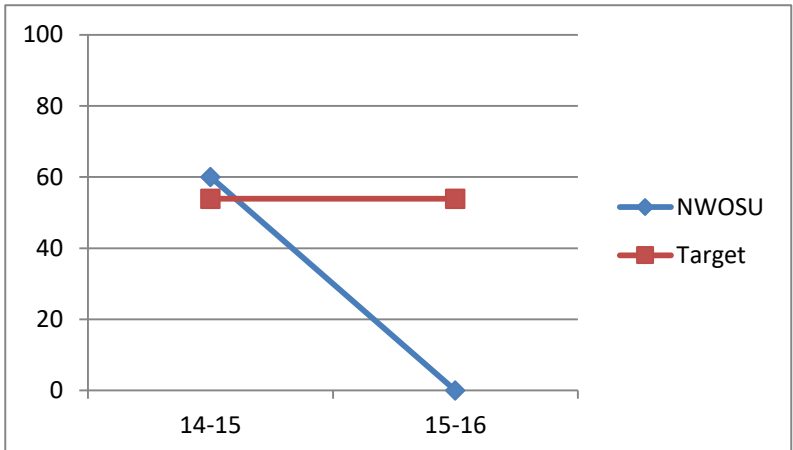
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS  Direct Summative External	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	 <table border="1" data-bbox="1129 443 1906 889"> <caption>Resulting Trends for 3-5 Years</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</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> </tbody> </table>	Year	NWOSU	Target	14-15	60	60	15-16	0	60
Year	NWOSU	Target												
14-15	60	60												
15-16	0	60												

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

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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)	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	One student scored near the target. N=1.	No action taken.  One student cannot provide reliable data.	No action taken.	 <table border="1" data-bbox="1123 462 1911 909"> <caption>Data for Performance Measure 6 Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	55	15-16	0	55
Year	NWOSU Score	Target Score												
14-15	60	55												
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## APPENDIX 1

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

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

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