

Northwestern

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2017-2018
ASSESSMENT REPORT**

Issued: Fall 2019

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

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

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

Program Outcomes for All Division of Business

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

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

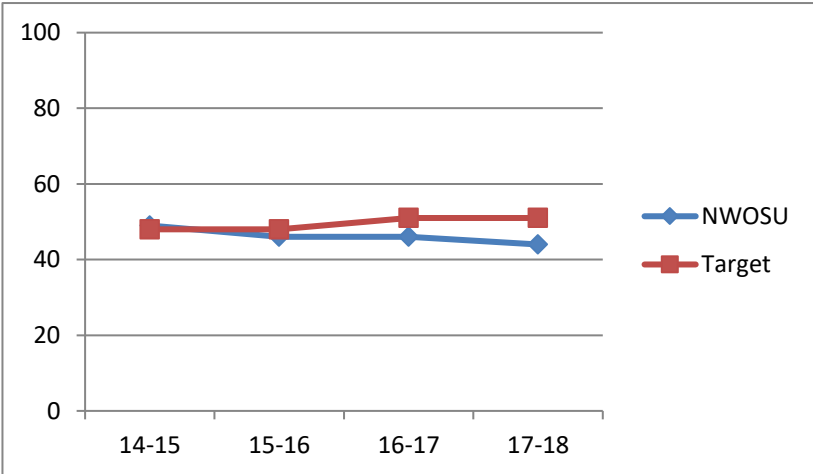
Measure 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
60% of the students will score above the 50 th percentile on the PAS	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target.	With 4 years of data, actual analysis can be taken. Faculty will have to review curriculum and pedagogy to improve results	No change to report as faculty are considering options in curriculum and teaching methods.	<table border="1"> <caption>Data for Graph: % At or above 50th Percentile vs Target</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>26%</td> <td>60%</td> </tr> <tr> <td>15-16</td> <td>38%</td> <td>60%</td> </tr> <tr> <td>16-17</td> <td>27%</td> <td>60%</td> </tr> <tr> <td>17-18</td> <td>15%</td> <td>60%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	14-15	26%	60%	15-16	38%	60%	16-17	27%	60%	17-18	15%	60%
Year	% At or above 50th Percentile	Target																		
14-15	26%	60%																		
15-16	38%	60%																		
16-17	27%	60%																		
17-18	15%	60%																		

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 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 mixed.	With 4 years of reliable data, faculty will watch for additional year to determine if an actual trend appears of if results continue to be mixed.	No change to report.	 <table border="1" data-bbox="1113 470 1921 941"> <caption>Mean PAS Score and Target Trends (14-15 to 17-18)</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>48</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>48</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	48	48	15-16	45	48	16-17	45	50	17-18	43	50
Year	NWOSU	Target																		
14-15	48	48																		
15-16	45	48																		
16-17	45	50																		
17-18	43	50																		

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

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

Measure 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.	With 4 years of data, actual analysis can be taken. Faculty will have to review curriculum and pedagogy to improve results	No change to report as faculty are considering options in curriculum and teaching methods.	<table border="1"> <caption>Mean PAS Score and Target Data (14-15 to 17-18)</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>44</td> <td>51</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>51</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	44	51	15-16	46	51	16-17	46	53	17-18	44	53
Year	NWOSU	Target																		
14-15	44	51																		
15-16	46	51																		
16-17	46	53																		
17-18	44	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 below target.	With 4 years of data, actual analysis can be taken. Faculty will have to review curriculum and pedagogy to improve results	No change to report as faculty are considering options in curriculum and teaching methods.	<table border="1"> <caption>Mean PAS Score and Target Trends (14-15 to 17-18)</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>50</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	48	50	15-16	46	50	16-17	46	53	17-18	44	53
Year	NWOSU Score	Target Score																		
14-15	48	50																		
15-16	46	50																		
16-17	46	53																		
17-18	44	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).

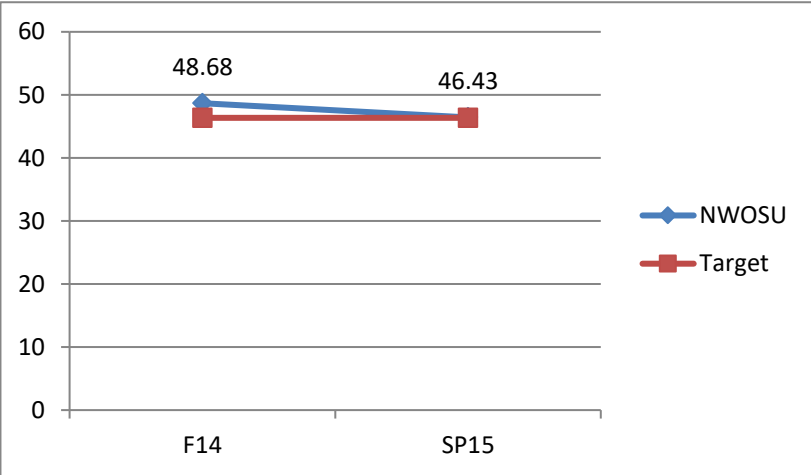
Measure 5

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 below target.	Four years of reliable data indicates a consistent performance below target, trend is flat.	No change to report this year. Changes may be reported in following years.	<table border="1"> <caption>Mean PAS Score and Target Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>48</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	48	52	15-16	46	52	16-17	46	52	17-18	44	52
Year	NWOSU	Target																		
14-15	48	52																		
15-16	46	52																		
16-17	46	52																		
17-18	44	52																		

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

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

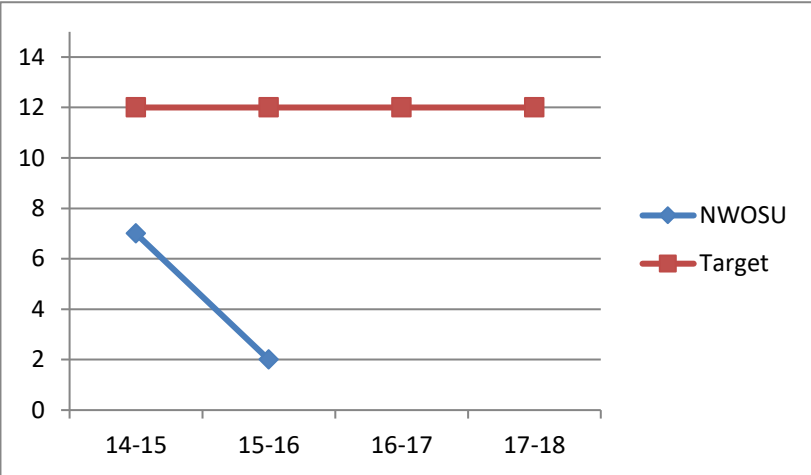
Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	 <table border="1" data-bbox="1115 435 1921 906"> <caption>Mean PAS Score and Target Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Mean PAS Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>46.43</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>46.43</td> </tr> </tbody> </table>	Year	NWOSU Mean PAS Score	Target	F14	48.68	46.43	SP15	46.43	46.43
Year	NWOSU Mean PAS Score	Target												
F14	48.68	46.43												
SP15	46.43	46.43												

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.	With 4 years of data, actual analysis can be taken. Faculty will have to review curriculum and pedagogy to improve results	No change to report as faculty are considering options in curriculum and teaching methods.	 <table border="1" data-bbox="1115 435 1921 906"> <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>7</td> <td>12</td> </tr> <tr> <td>15-16</td> <td>2</td> <td>12</td> </tr> <tr> <td>16-17</td> <td>2</td> <td>12</td> </tr> <tr> <td>17-18</td> <td>2</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	7	12	15-16	2	12	16-17	2	12	17-18	2	12
Year	NWOSU	Target																		
14-15	7	12																		
15-16	2	12																		
16-17	2	12																		
17-18	2	12																		

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Formative Internal	Performance has improved over the previous 4 years.	Adding a presentation to the course requirements has improved student performance.	No changes are to be made.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>58</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>85</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	58	80	15-16	80	80	16-17	80	80	17-18	85	80
Year	NWOSU	Target																		
14-15	58	80																		
15-16	80	80																		
16-17	80	80																		
17-18	85	80																		

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 2

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	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.	Trend has consistently been downward. Changes in faculty and other curriculum changes may be behind the downward trend.	Faculty will consider how this assessment is conducted and the faculty teaching the course will be consulted to help determine what is causing this downward trend.	<p>Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>70</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	95	80	15-16	80	80	16-17	70	80	17-18	62	80
Year	NWOSU	Target																		
14-15	95	80																		
15-16	80	80																		
16-17	70	80																		
17-18	62	80																		

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure 3

		Analysis of Results			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																
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.	Performance has been improving over the 4 years under consideration.	No action to be taken to see if the trend continues upward.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>72</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	80	15-16	55	80	16-17	48	80	17-18	72	80
Year	NWOSU	Target																		
14-15	45	80																		
15-16	55	80																		
16-17	48	80																		
17-18	72	80																		

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

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

Measure

		Analysis of Results																		
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	Results are steady and near target levels.	Trend is steady at or near target level.	No action to be taken.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	80	80	15-16	80	80	16-17	80	80	17-18	80	80
Year	NWOSU	Target																		
14-15	80	80																		
15-16	80	80																		
16-17	80	80																		
17-18	80	80																		

Program Outcomes for All Division of Business

3) Graduating students are expected to think critically.

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

MEASURE 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities using a faculty-approved rubric.	The assignment was assessed using the Critical Thinking Assessment Rubric (Plan Attachment 4) Direct Formative Internal	Performance is near or below target, with a slight decrease over the 4 years.	Student performance has declined over the previous 4 years.	Faculty who teach this course will need to look at the curriculum and teaching methods to adjust.	<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>75</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>72</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	75	80	15-16	72	80	16-17	68	80	17-18	68	80
Year	NWOSU	Target																		
14-15	75	80																		
15-16	72	80																		
16-17	68	80																		
17-18	68	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, but no trend is detectable as results fluctuate.	Scores are fluctuating drastically between AY years. CT thinking skills across the US are drastically low and NWOSU is below US outcomes.	Not sure what to do here as students are coming into NWOSU with almost no critical thinking skills. Faculty will consider adding critical thinking elements in Foundation and Business Core classes.	<table border="1"> <caption>Performance 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> <tr> <td>16-17</td> <td>55</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	68	80	15-16	38	80	16-17	55	80	17-18	42	80
Year	NWOSU	Target																		
14-15	68	80																		
15-16	38	80																		
16-17	55	80																		
17-18	42	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 near target. *	Performance has remained steady, little fluctuation.	Continue to monitor for any shifts. Priority to be placed on elements that need drastic improvements.	<table border="1"> <caption>Data for Performance Trend Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>79</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>81</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	79	80	15-16	78	80	16-17	81	80	17-18	75	80
Year	NWOSU	Target																		
14-15	79	80																		
15-16	78	80																		
16-17	81	80																		
17-18	75	80																		

Program Outcomes for All Division of Business

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

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

Measure 2

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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 has made significant jumps in scores.	Teams have been introduced into several classes and students have become accustomed to performing in groups.	No action to be taken.	<table border="1"> <caption>Performance Trends for Measure 2 (14-15 to 17-18)</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>60</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>88</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>90</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	80	15-16	60	80	16-17	88	80	17-18	90	80
Year	NWOSU Score	Target Score																		
14-15	45	80																		
15-16	60	80																		
16-17	88	80																		
17-18	90	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	Scores decreased only one AY and returned back to previous levels.	A change of faculty in MGMT4433 took place in AY16-17 and the switch in teaching styles and assignments could have affected the scores. Zoom became popular tool used and students began using the smartphone apps more.	No action taken.	<table border="1"> <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>90</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>88</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	90	80	15-16	88	80	16-17	78	80	17-18	88	80
Year	NWOSU Score	Target																		
14-15	90	80																		
15-16	88	80																		
16-17	78	80																		
17-18	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

Analysis of Results																				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
collectively the students in the testing cohort should be at or above the mean score	PAS Direct Summative External	Performance is below target and has fallen and can't get up.	Scores tumbled drastically and have remained below expectations. Not sure why this took happened as no major shifts in the division took place. AY14-15 seems to be the outlier on the high side.	Review of faculty assigned to teach leadership courses and other curriculum attributes should be done.	<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>55</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>15</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>25</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>15</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	55	55	15-16	15	55	16-17	25	55	17-18	15	55
Year	NWOSU Score	Target Score																		
14-15	55	55																		
15-16	15	55																		
16-17	25	55																		
17-18	15	55																		

Program Outcomes for All Division of Business

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

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

Measure 5

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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 has been close to target for 3 out of the 4 years. The big drop in 15-16 parallels other measurements for the same AY.	Scores have remained consistent for four testing periods.	No change to report.	<table border="1"> <caption>Data for PAS Leadership Score Trend</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>52</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>54</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>51</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	52	15-16	40	54	16-17	45	51	17-18	44	51
Year	NWOSU Score	Target Score																		
14-15	50	52																		
15-16	40	54																		
16-17	45	51																		
17-18	44	51																		

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 steady and remains slightly below the target level.	Four years of reliable data indicates a consistent performance below target, trend is flat	Schedule with Planning and Assessment Committees to determine a priority of assessment elements that need the most attention and in what sequence.	<table border="1"> <caption>Performance Data for Measure 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	55	15-16	52	55	16-17	45	55	17-18	44	55
Year	NWOSU	Target																		
14-15	50	55																		
15-16	52	55																		
16-17	45	55																		
17-18	44	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 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.	Four years of reliable data indicates a consistent performance below target, trend is flat.	Schedule with Planning and Assessment Committees to determine a priority of assessment elements that need the most attention and in what sequence.	<table border="1"> <caption>Data for Performance Trend 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>52</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>51</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	52	15-16	40	52	16-17	45	51	17-18	43	51
Year	NWOSU Score	Target Score																		
14-15	50	52																		
15-16	40	52																		
16-17	45	51																		
17-18	43	51																		

Program Outcomes for All Division of Business

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

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

Measure 8

Analysis of Results																				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States	PAS Direct Summative External	Performance is near, but below target.	Four years of reliable data indicates a consistent performance below target, trend is flat.be annualized.	Schedule with Planning and Assessment Committees to determine a priority of assessment elements that need the most attention and in what sequence.	<table border="1"> <caption>Performance Trends (14-15 to 17-18)</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</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> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	52	55	15-16	41	55	16-17	45	55	17-18	44	55
Year	NWOSU	Target																		
14-15	52	55																		
15-16	41	55																		
16-17	45	55																		
17-18	44	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

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is near, but above target.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	<table border="1" style="margin-top: 10px;"> <caption>Data for Performance Trend Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~50</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>~52</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	~50	50	SP15	~52	50
Year	NWOSU Score	Target Score												
F14	~50	50												
SP15	~52	50												

Program Outcomes for All Division of Business

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

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

Measure 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Deepwater simulation Direct Formative External	Performance is below target but trending upwards.	With an upward trend showing slight improvement over a 4-year time line, continue to monitor as is.	No action to be taken.	<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>52</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>57</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>58</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>61</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	52	80	15-16	57	80	16-17	58	80	17-18	61	80
Year	NWOSU Score	Target Score																		
14-15	52	80																		
15-16	57	80																		
16-17	58	80																		
17-18	61	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	A slight upward shift occurred over 2 years then returned to previous level.	Over 4 years, no discernable shift has taken place as the upward performance returned to previous performance.	No action to be taken. Need to see if trend returns upward or remains flat.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>43</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>51</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	43	80	15-16	51	80	16-17	52	80	17-18	46	80
Year	NWOSU	Target																		
14-15	43	80																		
15-16	51	80																		
16-17	52	80																		
17-18	46	80																		

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

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

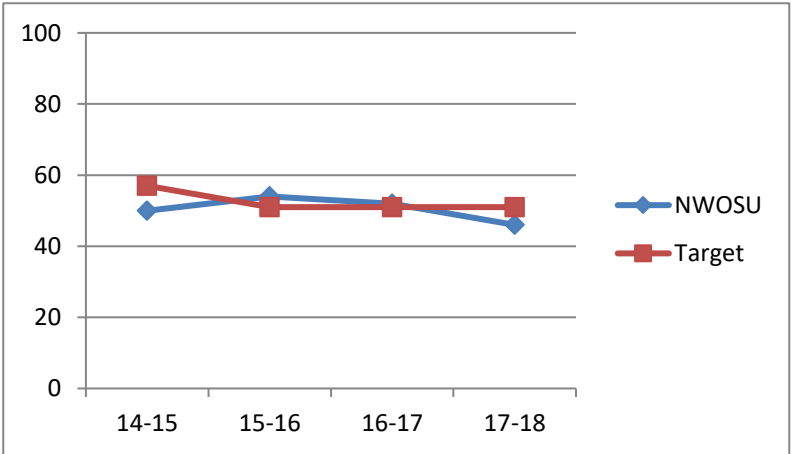
Measure 3

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 th percentile.	PAS Direct Summative External	Students have scored above target level.	Students have scored at or above target for all 4 years.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	50	15-16	78	50	16-17	78	50	17-18	68	50
Year	NWOSU Score	Target Score																		
14-15	50	50																		
15-16	78	50																		
16-17	78	50																		
17-18	68	50																		

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

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

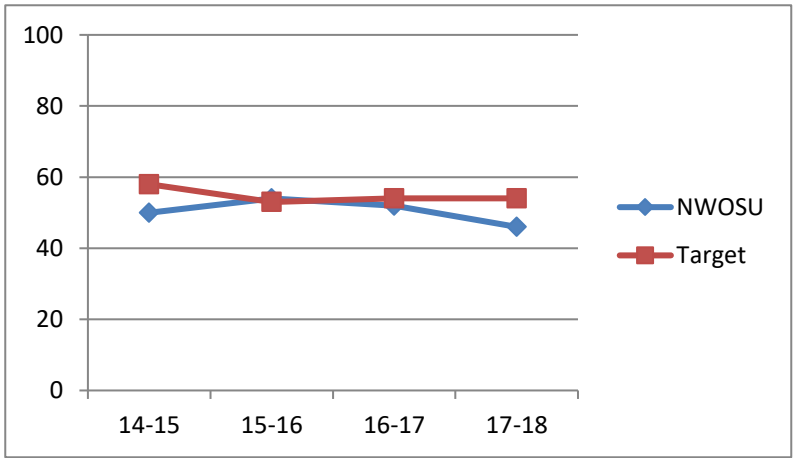
Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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	Trend is flat over a 4yr period of time.	The target level was changed in AY15-16. Students are performing consistently at a similar level over the 4 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1125 513 1913 964"> <caption>Ethical Decision Making Performance 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>50</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	50	16-17	50	50	17-18	45	50
Year	NWOSU	Target																		
14-15	50	58																		
15-16	55	50																		
16-17	50	50																		
17-18	45	50																		

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

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

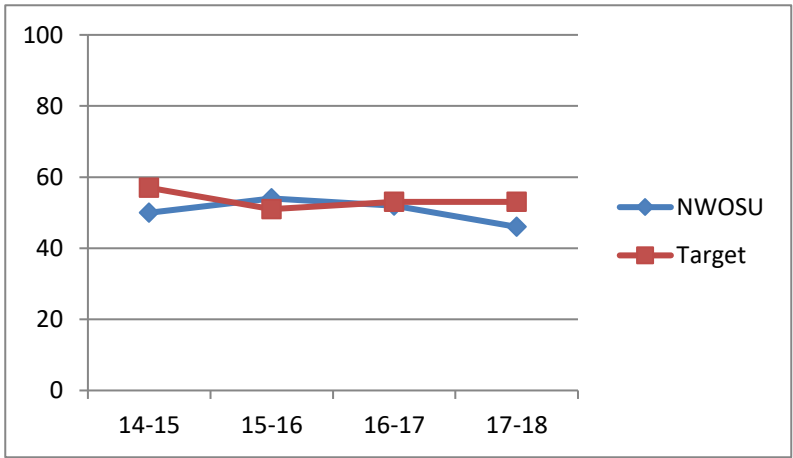
Measure 5

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 ACBSP institutions.	PAS Direct Summative External	Scores approached the target area for AY15-16 and AY16-17.	A slight fluctuation in scores detected but over the time frame, has remained flat.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1123 511 1911 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>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	53	16-17	52	55	17-18	46	54
Year	NWOSU	Target																		
14-15	50	58																		
15-16	55	53																		
16-17	52	55																		
17-18	46	54																		

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 approached the target area for AY15-16 and AY16-17.	A slight fluctuation in scores detected but over the time frame, has remained flat.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1123 511 1911 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>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	50	16-17	52	53	17-18	45	53
Year	NWOSU	Target																		
14-15	50	58																		
15-16	55	50																		
16-17	52	53																		
17-18	45	53																		

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 approached the target area for AY15-16 and AY16-17.	A slight fluctuation in scores detected but over the time frame, has remained flat.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>53</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	55	16-17	53	53	17-18	48	53
Year	NWOSU	Target																		
14-15	50	60																		
15-16	55	55																		
16-17	53	53																		
17-18	48	53																		

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		International comparative data is not available.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Year	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ALL DIVISION OF BUSINESS MAJORS

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

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

Measure 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3) Direct Summative Internal	Scores have consistently improved over the time frame and are close to target levels.	Students are improving in their scores over time. Wait to see if the upward trend continues or becomes flat.	No action 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>55</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>72</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	55	80	15-16	75	80	16-17	72	80	17-18	78	80
Year	NWOSU	Target																		
14-15	55	80																		
15-16	75	80																		
16-17	72	80																		
17-18	78	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	No data reported for timeline.	Consider removing this assessment from the report.	Adjunct faculty teach this course online and faculty member is never on campus.	<p>The graph displays a single data point for the Fall 2014 (F14) semester. The vertical axis represents a percentage score from 0 to 90. A red square marker indicates the 'Target' score is 80. A blue diamond marker indicates the 'NWOSU' actual score is also 80. The horizontal axis is labeled 'F14'.</p>

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

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

Measure 2

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8) Direct Summative Internal	Scores have consistently improved over the time frame and are close to target levels.	Students are improving in their scores over time. Faculty will wait to see if the scores continue upward.	No action taken.	<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>62</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>64</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>70</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	62	80	15-16	64	80	16-17	70	80	17-18	78	80
Year	NWOSU Score	Target Score																		
14-15	62	80																		
15-16	64	80																		
16-17	70	80																		
17-18	78	80																		

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 3

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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	All 4 years are above target.	Four years of reliable data indicates a consistent performance above target, trend is somewhat flat, but appears to be upward moving over the past 3 years.	No action taken.	<table border="1"> <caption>Performance Data for Measure 3</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> <tr> <td>16-17</td> <td>~82</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>~88</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	~85	80	15-16	~80	80	16-17	~82	80	17-18	~88	80
Year	NWOSU Score	Target																		
14-15	~85	80																		
15-16	~80	80																		
16-17	~82	80																		
17-18	~88	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	Results are mixed. Major drop in AY16-17.	MGMT4433 had a new faculty member assigned and grading criteria changed. Students tend to use previous semesters' students graded papers as guides. The dip in AY16-17 could be attributed to students expected one grading criteria instead of focusing on a quality paper.	No action taken.	<table border="1"> <caption>Performance Data for Measure 4</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>88</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>82</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	88	80	15-16	95	80	16-17	60	80	17-18	82	80
Year	NWOSU	Target																		
14-15	88	80																		
15-16	95	80																		
16-17	60	80																		
17-18	82	80																		

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 1

Analysis of Results																				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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 but trending downward.	With 4 years of data, actual analysis can be taken. Faculty will have to review curriculum and pedagogy to improve results	No change to report as faculty are considering options in curriculum and teaching methods.	<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>78</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	78	80	15-16	75	80	16-17	68	80	17-18	62	80
Year	NWOSU	Target																		
14-15	78	80																		
15-16	75	80																		
16-17	68	80																		
17-18	62	80																		

PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 2

Analysis of Results																				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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 and flat.	Four years of reliable data indicates a consistent performance above target, trend is flat.	No action taken.	<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>~85</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>~85</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>~90</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>~90</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance (%)	Target (%)	14-15	~85	80	15-16	~85	80	16-17	~90	80	17-18	~90	80
Year	NWOSU Performance (%)	Target (%)																		
14-15	~85	80																		
15-16	~85	80																		
16-17	~90	80																		
17-18	~90	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

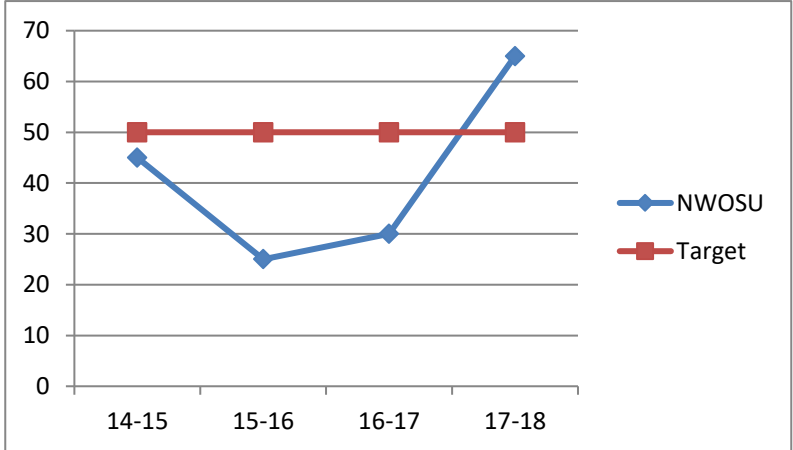
Measure 3

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	Performance is mixed with a recovery occurring.	Major drop in scores seems to be an anomaly as the scores are returning to above target level.	No action taken.	<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>92</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>85</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	92	80	15-16	75	80	16-17	80	80	17-18	85	80
Year	NWOSU	Target																		
14-15	92	80																		
15-16	75	80																		
16-17	80	80																		
17-18	85	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 th percentile.	PAS Direct Summative External	Major improvement in scores in AY17-18.	Two-year trend of upward improvement in scores with a major jump in AY17-18. A large cohort of accounting students graduated in AY17-18 and the large number could have affected the scores.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1123 552 1911 998"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>25</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>65</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	50	15-16	25	50	16-17	30	50	17-18	65	50
Year	NWOSU Score	Target Score																		
14-15	45	50																		
15-16	25	50																		
16-17	30	50																		
17-18	65	50																		

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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.	With 4 years of reliable data, faculty will watch for additional year to determine if an actual trend appears of if results continue to be mixed. The slight dip in AY15-16 could be an anomaly.	No change to report.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>47</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>56</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	47	57	15-16	39	57	16-17	46	56	17-18	49	57
Year	NWOSU	Target																		
14-15	47	57																		
15-16	39	57																		
16-17	46	56																		
17-18	49	57																		

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 level but improving consistently over the past 3 years.	The target was changed and scores are trending slightly upward. Faculty will continue to monitor for ongoing improvements. National scores have decreased, NWOSU have consistently increased. Quantity of students taking the exam could be the explanation behind the shifts, but also a new Accounting faculty with recent credential in Accounting Ethics was added to the faculty.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>43</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	43	58	15-16	39	58	16-17	46	52	17-18	49	52
Year	NWOSU	Target																		
14-15	43	58																		
15-16	39	58																		
16-17	46	52																		
17-18	49	52																		

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 level but improving consistently over the past 3 years.	The target was changed and scores are trending slightly upward. Faculty will continue to monitor for ongoing improvements. National scores have decreased, NWOSU have consistently increased. Quantity of students taking the exam could be the explanation behind the shifts, but also a new Accounting faculty with recent credential in Accounting Ethics was added to the faculty.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>56</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	58	15-16	40	52	16-17	46	56	17-18	48	58
Year	NWOSU	Target																		
14-15	45	58																		
15-16	40	52																		
16-17	46	56																		
17-18	48	58																		

3) Graduating students should recognize ethical conduct in Accounting.

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

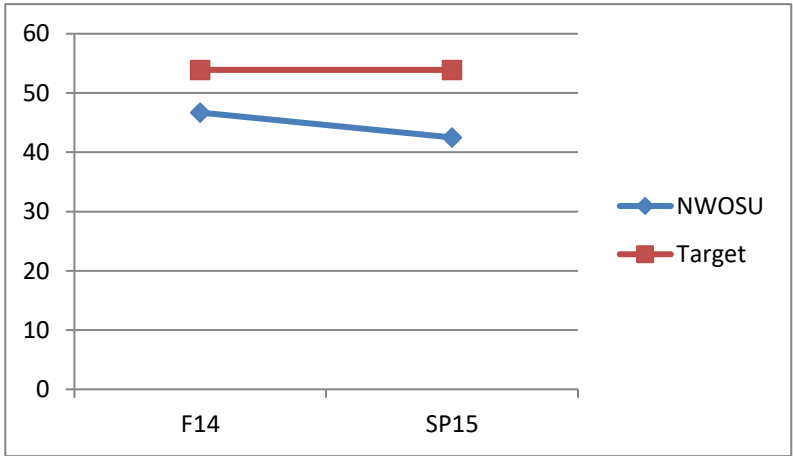
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
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 level but improving consistently over the past 3 years.	The target was changed and scores are trending slightly upward. Faculty will continue to monitor for ongoing improvements. National scores have decreased, NWOSU have consistently increased. Quantity of students taking the exam could be the explanation behind the shifts, but also a new Accounting faculty with recent credential in Accounting Ethics was added to the faculty.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	60	15-16	38	52	16-17	48	50	17-18	50	50
Year	NWOSU Score	Target Score																		
14-15	45	60																		
15-16	38	52																		
16-17	48	50																		
17-18	50	50																		

3) Graduating students should recognize ethical conduct in Accounting.

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

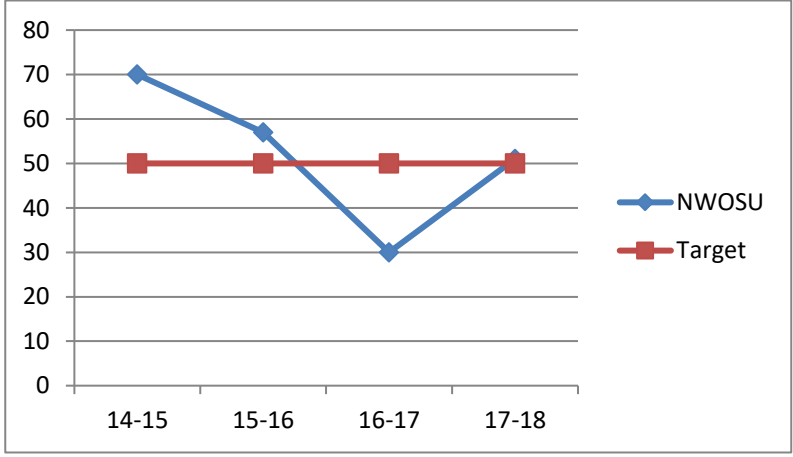
Measure 6

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	International data is not available.	No analysis.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>42</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	47	54	SP15	42	54
Year	NWOSU	Target												
F14	47	54												
SP15	42	54												

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

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
On the Accounting section of the PAS assessment test, collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	A large drop in scores accrued in AY16-17 and rebounded in AY17-18.	With 4 years of reliable data, faculty will watch for additional year to determine if an actual upward trend appears or if results continue to be mixed.	No action.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" style="display: none;"> <caption>Accounting Statements Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	70	50	15-16	58	50	16-17	30	50	17-18	50	50
Year	NWOSU Score	Target																		
14-15	70	50																		
15-16	58	50																		
16-17	30	50																		
17-18	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.

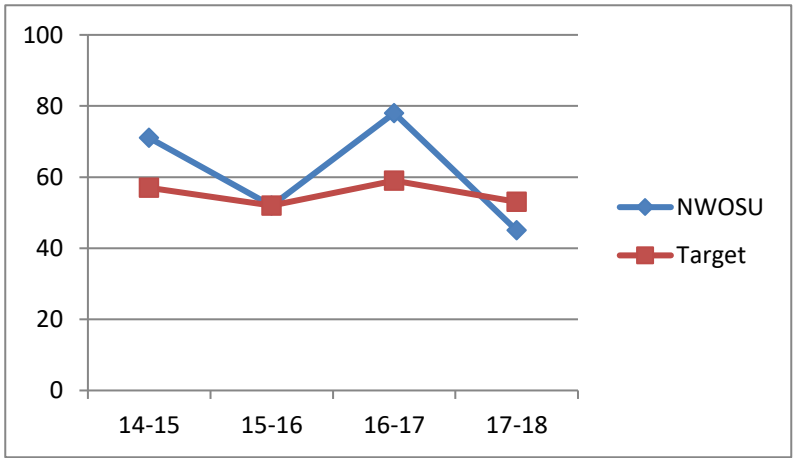
Measure 2

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	Results are mixed. No trend detected.	With 4 years of reliable data, faculty will watch for additional year to determine if an actual trend appears of if results continue to be mixed.	No action taken.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	55	15-16	55	55	16-17	78	55	17-18	45	55
Year	NWOSU	Target																		
14-15	70	55																		
15-16	55	55																		
16-17	78	55																		
17-18	45	55																		

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

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

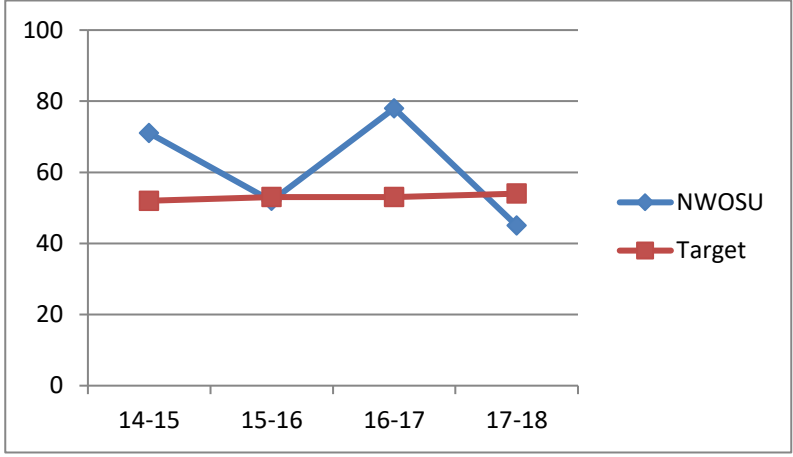
Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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 fluctuates.	Results are above target in most years. Faculty will watch for consistency above target levels and if results remain above target, then faculty will consider focusing on an area of weakness and monitor this measurement for ongoing results.	No action taken.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" data-bbox="1123 511 1911 966"> <caption>Accounting Statements Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	58	15-16	50	52	16-17	78	60	17-18	45	55
Year	NWOSU	Target																		
14-15	70	58																		
15-16	50	52																		
16-17	78	60																		
17-18	45	55																		

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

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

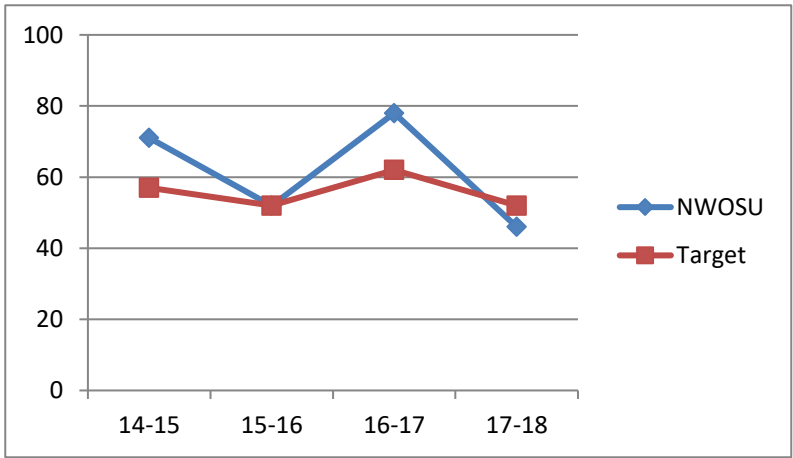
Measure 4

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 fluctuates.	Results are above target in most years. Faculty will watch for consistency above target levels and if results remain above target, then faculty will consider focusing on an area of weakness and monitor this measurement for ongoing results.	No action taken.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" style="display: none;"> <caption>Accounting Statements Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	52	15-16	52	53	16-17	78	53	17-18	45	54
Year	NWOSU	Target																		
14-15	70	52																		
15-16	52	53																		
16-17	78	53																		
17-18	45	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 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 fluctuates.	Results are above target in most years. Faculty will watch for consistency above target levels and if results remain above target, then faculty will consider focusing on an area of weakness and monitor this measurement for ongoing results.	No action taken.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" data-bbox="1123 511 1911 966"> <caption>Accounting Statements 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>58</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>62</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	70	58	15-16	50	50	16-17	78	62	17-18	45	52
Year	NWOSU Score	Target Score																		
14-15	70	58																		
15-16	50	50																		
16-17	78	62																		
17-18	45	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	None.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	50	SP15	58	50
Year	NWOSU Score	Target												
F14	82	50												
SP15	58	50												

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	NO accounting minors were in the cohorts.		Remove measurement from future assessment reports.	<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> <tr> <td>16-17</td> <td>0</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	0	80	15-16	0	80	16-17	0	80	17-18	0	80
Year	NWOSU	Target																		
14-15	0	80																		
15-16	0	80																		
16-17	0	80																		
17-18	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	Significant drop in scores occurred in AY17-18.	Assessment committee needs to research why the significant drop in scores and reversal of previous upward trend.	Assessment committee will determine why the major decline in scores.	<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>50</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>56</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>62</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>14</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	80	15-16	56	80	16-17	62	80	17-18	14	80
Year	NWOSU Score	Target Score																		
14-15	50	80																		
15-16	56	80																		
16-17	62	80																		
17-18	14	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 and trending downward.	Assessment committee needs to research why the significant drop in scores and reversal of previous upward trend.	Assessment committee will determine why the major decline in scores.	<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>63</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>36</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	63	80	15-16	58	80	16-17	50	80	17-18	36	80
Year	NWOSU Score	Target Score																		
14-15	63	80																		
15-16	58	80																		
16-17	50	80																		
17-18	36	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 General Business minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test Direct Summative External	No longer reasonable to measure this.		Consider removing this measurement from future assessment reports.	<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>42</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	42	80	15-16	58	80	16-17	0	80	17-18	0	80
Year	NWOSU Score	Target Score																		
14-15	42	80																		
15-16	58	80																		
16-17	0	80																		
17-18	0	80																		

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Entrepreneurship minor

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students will score at or higher than acceptable on a faculty-approved rubric	Business Plan assessed using Business Plan Assessment Rubric (Plan Attachment 11) Direct Summative External	No data collected.	Changes among faculty members who teach GBUS3613 makes this measurement difficult to obtain and data collected will be unreliable because of the fluidity of the assessment tool. Adjunct faculty, especially their first time assigned to the course do not follow the approved rubric or use it inconsistently from its original intent.	Consider removing this from future reports.	<table border="1"> <caption>Performance Data for Measure 1</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>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Mgmt	Target	14-15	80	80	15-16	80	80	16-17	80	80	17-18	80	80
Year	NWOSU Mgmt	Target																		
14-15	80	80																		
15-16	80	80																		
16-17	80	80																		
17-18	80	80																		

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1

		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Students will submit a written detailed analysis in MS Word (or compatible software) format using the MS Word Assessment Rubric (Plan Attachment 10) Direct Summative Internal	AY 15-16 shows a significant increase in scores.	Scores are trending upward. Larger cohorts tend to have lower scores, smaller classes tend to have higher scores. Outside of the spike in AY15-16, scores are consistent around the mid-60s level.	NO action to be taken.	<table border="1"> <caption>Score Trends Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-14</td> <td>65</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>65</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>70</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-14	65	80	15-16	95	80	16-17	65	80	17-18	70	80
Year	NWOSU Score	Target																		
14-14	65	80																		
15-16	95	80																		
16-17	65	80																		
17-18	70	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	Four years of reliable data indicates a consistent performance above target, trend is flat.	PPT was added as a required component in many courses. Students have quickly picked up their skills and apply them adequately.	No action to be taken.	<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>25</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>100</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>100</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	25	80	15-16	100	80	16-17	100	80	17-18	100	80
Year	NWOSU	Target																		
14-15	25	80																		
15-16	100	80																		
16-17	100	80																		
17-18	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	Fours years of reliable data indicates a consistent performance below target, trend is relatively flat.	Changes in curriculum, teaching methods have not had any significant impact upon student scores.	Schedule with the Planning Committee and Assessment Committee to see what changes might be necessary.	<table border="1"> <caption>Performance Trends (14-15 to 17-18)</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</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> <tr> <td>16-17</td> <td>63</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>66</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	60	80	15-16	65	80	16-17	63	80	17-18	66	80
Year	NWOSU	Target																		
14-15	60	80																		
15-16	65	80																		
16-17	63	80																		
17-18	66	80																		

3) Graduating students should recognize ethical conduct in Business.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
<p>On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50th percentile.</p>	<p>PAS Direct Summative External</p>	<p>Performance has steadily increased over the 4 yrs. and is now above the target goal.</p>	<p>Four years of reliable data indicates a consistent performance of slight improvements. Students are improving in their scores over time. Faculty will wait to see if the scores continue upward.</p>	<p>No action to be taken.</p>	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>51</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	60	15-16	51	60	16-17	60	60	17-18	62	60
Year	NWOSU Score	Target Score																		
14-15	50	60																		
15-16	51	60																		
16-17	60	60																		
17-18	62	60																		

3) Graduating students should recognize ethical conduct in Business.

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

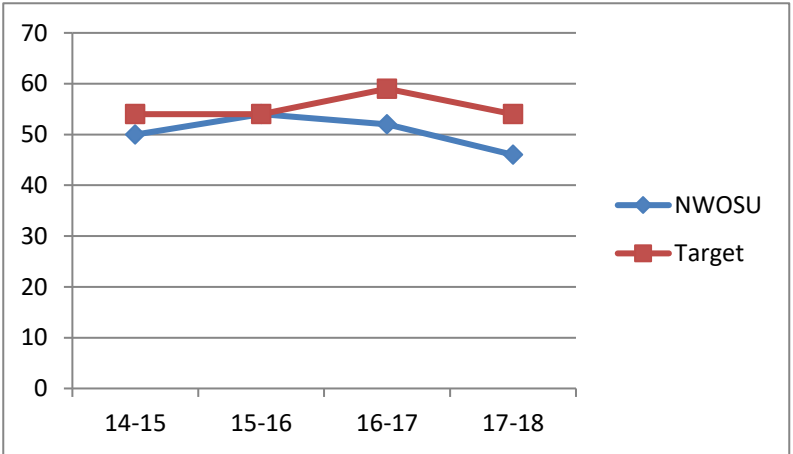
Measure 2

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	Performance has steadily increased over the 4 yrs. and is now above the target goal.	Four years of reliable data indicates a consistent performance of slight improvements. Students are improving in their scores over time. Faculty will wait to see if the scores continue upward.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>61</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	57	15-16	53	57	16-17	60	57	17-18	61	57
Year	NWOSU Score	Target Score																		
14-15	50	57																		
15-16	53	57																		
16-17	60	57																		
17-18	61	57																		

3) Graduating students should recognize ethical conduct in Business.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance has mixed results. The downward trend in AY17-18 mirrors the downward trend for ACBSP.	Results have very little variance over the past three years. A downward trend is noted for AY15-16 to AY17-18. However, two data points is not enough to detect or reflect a trend.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1125 513 1913 964"> <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>54</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>54</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	54	15-16	53	54	16-17	52	60	17-18	46	54
Year	NWOSU	Target																		
14-15	50	54																		
15-16	53	54																		
16-17	52	60																		
17-18	46	54																		

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	Performance is below target.	Improvements were made, slightly, from AY14-15 till AY16-17. A drop occurred in AY17-18. Decline in scores sometimes can be attributed to smaller cohorts of students taking the exam, which occurred in AY17-18.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	57	15-16	54	57	16-17	54	57	17-18	46	54
Year	NWOSU	Target																		
14-15	50	57																		
15-16	54	57																		
16-17	54	57																		
17-18	46	54																		

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	Performance is below target.	Improvements were made, slightly, from AY14-15 till AY16-17. A drop occurred in AY17-18. Decline in scores sometimes can be attributed to smaller cohorts of students taking the exam, which occurred in AY17-18.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>46</td> <td>59</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>59</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>59</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	46	59	15-16	54	59	16-17	54	59	17-18	46	57
Year	NWOSU	Target																		
14-15	46	59																		
15-16	54	59																		
16-17	54	59																		
17-18	46	57																		

3) Graduating students should recognize ethical conduct in Business.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is below and appears to meet target.	Data is no longer available from non-US universities.	Assessment committee will consider removing this from the assessment report.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	46	54	SP15	54	54
Year	NWOSU	Target												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ORGANIZATIONAL LEADERSHIP MAJOR

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

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

Measure 1

		Analysis of Results			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	A pretest will be administered in the first ORGL class – Foundations. A post-test will be administered in the final ORGL class – Capstone. Direct Summative Internal	This goal, and thus this measurement, began with AY 2010-11. Therefore, there has been no measurement yet, as no students have gone through the program who have taken the pre-test.		Assessment committee with consider removing this from the assessment report.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1098 516 1782 646" 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			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1098 483 1782 613" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1100 516 1782 646" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1100 516 1782 646" 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 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1100 513 1782 646" 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 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Technical Management
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<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>

PROGRAM GOALS FOR TECHNICAL MANAGEMENT MAJOR

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

Measure 1

		Analysis of Results			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Technical Management
80% of the students will show at least a 50% reduction in errors from the pre-test.	<p>A pretest will be administered by the program advisor before students take their first class in the program.</p> <p>A post-test will be administered in the MGMT 4433 Business Policy.</p> <p>Direct Summative Internal</p>			Assessment committee with consider removing this from the assessment report.	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px 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.

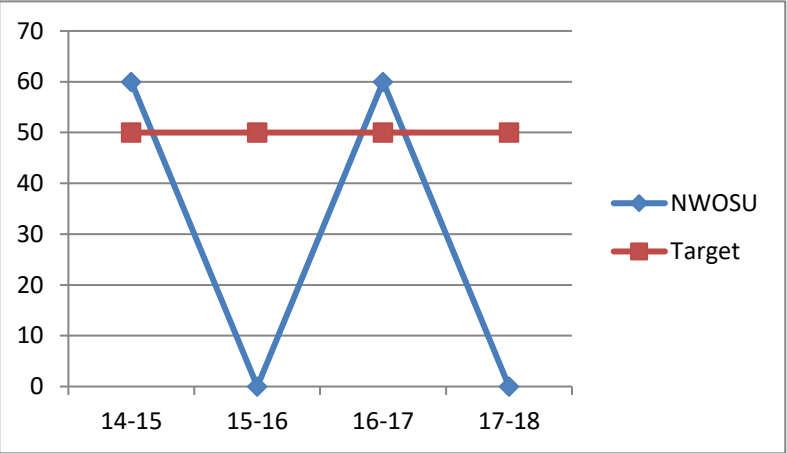
Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics															
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0	50
Year	NWOSU Score	Target																		
14-15	60	50																		
15-16	0	50																		
16-17	60	50																		
17-18	0	50																		

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)	Business Ethics															
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	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.		 <table border="1" data-bbox="1129 472 1911 922"> <caption>Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0
Year	NWOSU Score	Target																		
14-15	60	50																		
15-16	0	50																		
16-17	60	50																		
17-18	0	50																		

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)	Business Ethics															
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	60	58	15-16	0	58	16-17	60	58	17-18	0	58
Year	NWOSU Score	Target																		
14-15	60	58																		
15-16	0	58																		
16-17	60	58																		
17-18	0	58																		

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in MGMT 4433 Business Policy 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)	Business Ethics															
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	58	15-16	0	58	16-17	60	58	17-18	0	58
Year	NWOSU Score	Target Score																		
14-15	60	58																		
15-16	0	58																		
16-17	60	58																		
17-18	0	58																		

2) Graduating students should recognize ethical conduct in Business.

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

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics															
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	58	15-16	0	58	16-17	60	58	17-18	0	58
Year	NWOSU Score	Target Score																		
14-15	60	58																		
15-16	0	58																		
16-17	60	58																		
17-18	0	58																		

2) Graduating students should recognize ethical conduct in Business.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Technical Management Business Ethics															
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Data from institutions outside of the US is not collected by ACBSP.	No action taken yet.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Technical Management Business Ethics Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>0</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>0</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>0</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	0	15-16	0	0	16-17	60	0	17-18	0	0
Year	NWOSU Score	Target Score																		
14-15	60	0																		
15-16	0	0																		
16-17	60	0																		
17-18	0	0																		

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.