



# Program Assessment Plan Matrix

Program Unit or Department: **Bachelor of Business Administration- Human Resource Major**

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Date Submitted: Revised May 2017

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Student Learning Outcomes	Assessment Methodology	Target	Summary of Major Findings	Actions Taken to Improve Student Learning	Timeframe
SLO 1: Utilize management and leadership concepts in the process of decision making.	Method 1: <b>Organizational Behavior.</b> Week 5 Summary Quiz	90% of the students will achieve a score of 70% or better.	Spring 2016 97% Summer 2016 n/a Fall 2016 98% Spring 2017 100% Four Period Average <b>98%</b>	Outcome has been met by all assessment methods...will continue monitoring into the future.	
	Method 2: <b>Managing Human Resources.</b> Week 5 Presentation	90% of the students will be deemed as outstanding or proficient per the standardized presentation rubric included in the course curriculum.	Spring 2016 100% Summer 2016 100% Fall 2016 97% Spring 2017 100% Four Period Average <b>99%</b>		
	Method 3: <b>Employment and Enrollment Survey</b>	50% rate their skill level as high or very high	For all of 2016 <b>50%</b> of the survey responses rate their skill level as high or very high.		
SLO 2: Recommend solutions to organizational challenges based on ethics, relevant formal research and understanding of the environments in which organizations function.	Method 1: <b>Management and Leadership Techniques:</b> Week 5 Case Study Analysis	90% of the students will be deemed as outstanding or proficient per the standardized case rubric included in the course curriculum.	Spring 2016 100% Summer 2016 100% Fall 2016 92% Spring 2017 100% Four Period Average <b>98%</b>	Outcome has been met by all assessment methods...will continue monitoring into the future.	
	Method 2: <b>Ethics and Law.</b> Government Regulation/Ethical Compliance Report	90% of the students will achieve a score of 70% or better.	Spring 2016 100% Summer 2016 100% Fall 2016 100% Spring 2017 100% Four Period Average <b>100%</b>		
SLO 3: Apply analytical tools and skills used in organizations	Method 1: <b>Fundamentals of Accounting</b> Final Exam	Report 90% of the students will achieve a score of 70% or better.	Spring 2016 28% Summer 2016 0% Fall 2016 82% Spring 2017 100% Four Period Average <b>53%</b>	Outcome has not been met by one of the assessment methods. Recent trends indicate the accounting measure has improved. This will be watched closely in future periods to make sure the positive trend continues.	
	Method 2: <b>Spreadsheets for Leaders.</b> Week 2 Hands-On Exam	90% of the students will achieve a score of 70% or better.	Spring 2016 88% Summer 2016 89% Fall 2016 72% Spring 2017 86% Four Period Average <b>84%</b>		

SLO 4: Apply the functional areas of business and demonstrate an understanding of their interrelationships with organizations	Method 1: <b>Peregrine</b> end of program test overall average score	Will exceed national averages	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	64% 54% 40% 64% <u>55%</u>	Outcome has been met by all assessment methods...will continue monitoring into the future.
	Method 2: <b>Strategic Planning:</b> Strategic Audit	90% of the students will achieve a score of 70% or better.	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	65% 96% 87% 100% <u>87%</u>	
SLO 5: Apply critical thinking skills	Method 1: <b>Strategic Planning:</b> Strategic Audit	90% of the students will achieve a score of 70% or better.	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	65% 96% 87% 100% <u>87%</u>	Outcome has been met by all assessment methods...will continue monitoring into the future.
	Method 2: <b>Business Finance:</b> Final Project	90% of the students will achieve a score of 70% or better.	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	100% 82% 100% 100% <u>95%</u>	
SLO 6: Interpret and integrate core theories and practices of the human resources discipline	Method 1: <b>Peregrine</b> Human Resource Score	Will exceed national averages	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	69% 58% 60% 43% <u>57%</u>	Outcome has been met by all assessment methods...will continue monitoring into the future.
	Method 2: <b>Human Resource Strategy:</b> Strategic Analysis Paper	90% of the students will achieve a score of 70% or better.	Spring 2016 Summer 2016 Fall 2016 Spring 2017 Four Period Average	n/a n/a n/a 100% <u>100%</u>	