



College of Business & Economics

Assurance of Learning

Program Learning Objective (PLO): Leadership & Teamwork
Spring 2016

MBA PLO2; LO2A

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MBA Learning Goal 2: Students who graduate will have leadership, team building, and advanced communication skills in diverse and cross-cultural managerial environments.

[Statement includes changes made during quarter to semester revisions.]

CBE Learning Objective 2A: Students who graduate will demonstrate leadership and teamwork skills. [Statement includes changes made during quarter to semester revisions.]

Assessed Term: Spring 2016

Assessed Course: MGMT 6800

Curriculum Alignment: This is a core course for students completing the MBA program. The course is an integrative capstone experience in which students learn to conduct a strategic situational analysis, identify strategic alternatives and write an implementation plan for a strategic initiative. Real world organizational opportunities relating to globalization, innovation and sustainability are emphasized. This course requires students to work in group projects.

Participating Faculty: 2 members: 1 teaching + 1 assessor

Methods & Procedures: Students worked together and prepared a presentation in the form of a 'Stockholder Debriefing' of their company from the Capsim simulation integrated into their course.

Winter 2015 piloted a new method for assessing oral communications. To prevent conflation of assessment with grading, and to accurately retrieve reliable and consistent data, external assessors were used in the assessment of both Oral Communications and Leadership/Teamwork. Faculty from the business communications department were brought in to be external assessors in capstone courses. Assessment personnel would coordinate with teaching faculty and assessing faculty on dates and times, as well as proper procedures. Communications faculty assessed students according to rubric and noted observations regarding possible edits to improve the rubric and make the tool more applicable to the program and effective in measuring the learning objective overall. This same process for assessment was also used in Spring 2016.

Assessment Measurement Tool Used:

- External faculty assessors
- Graduate Leadership & Teamwork rubric

Status of Assessment: Completed.

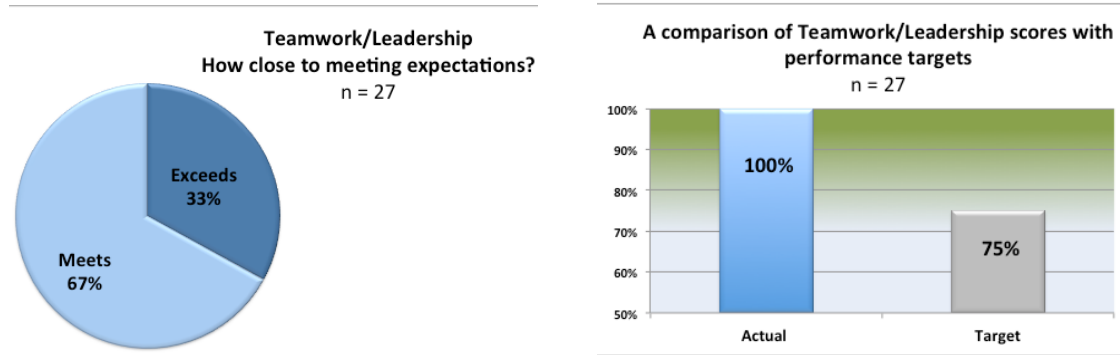
Artifacts Archived: Score sheets archived

Performance Targets:

- 75% of students will meet or exceed expectations.
- Less than 10% of students will score "1" (below) on any "trait" in the rubric.

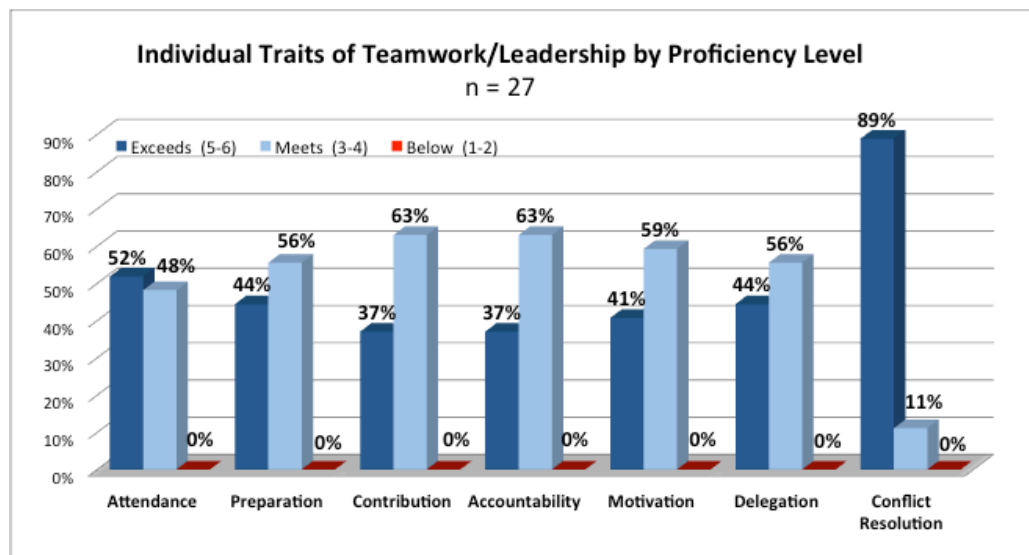
Data Summary & Analysis: The following graphics display the results and findings from the conducted assessment.

As depicted in the graphics, our students' overall advanced oral communications scores met our performance targets. Proficiency benchmarks were set at 75% of students falling under Meeting or Exceeding expectations. Findings show 100% of students assessed met or exceeded expectations. For additional data, refer to individual trait analysis where data may be more telling of area weaknesses.

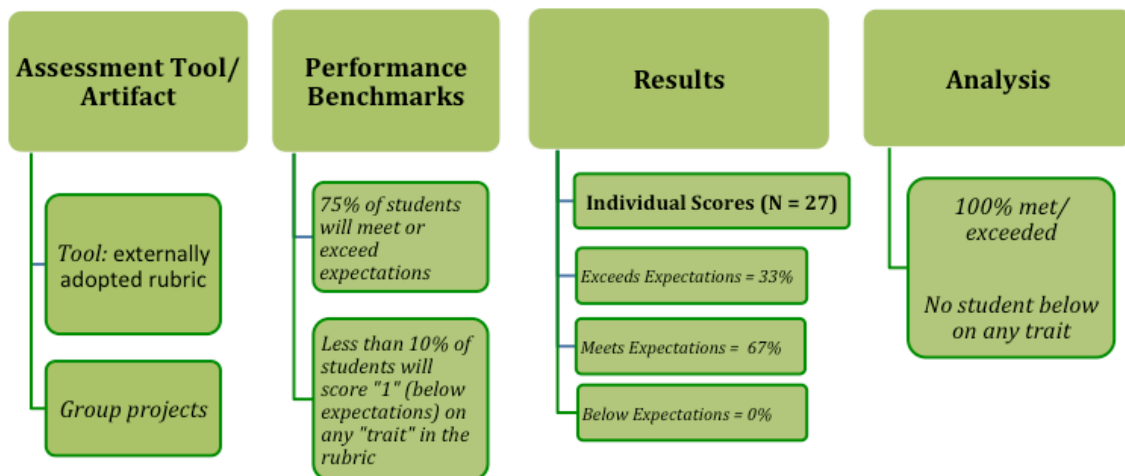
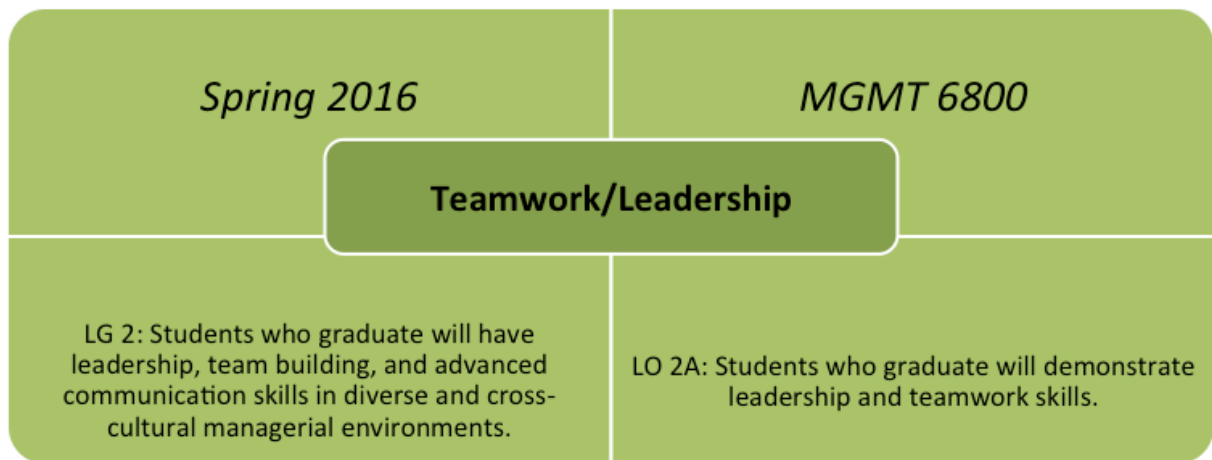


With regard to the individual components of oral communication that are described on the rubric, our proficiency benchmark was set at less than 10% of our students scoring "below expectations" on any single trait assessed.

The following graph shows no students were assessed below expectations on any of the seven individual traits. An overwhelming amount of students exceeded expectations in Conflict Resolution with 89% of students scoring 5-6 points on this particular trait.



Assessment Summary: Spring 2016



[End of Report]