



College of Business & Economics

Assurance of Learning

Program Learning Objective (PLO): Ethics
Spring 2016

MBA
PLO5; LO5A

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MBA Learning Goal 5: Students who graduate will be able to make ethical decisions.

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

CBE Learning Objective 5A:

LO5A: Students who graduate will recognize ethical issues in decision-making. [Statement includes changes made during quarter to semester revisions.]

Assessed Term: Spring 2016

Assessed Course: MGMT 6215

Curriculum Alignment:

This course strengthens students' ability to anticipate, critically analyze and appropriately respond to the legal and ethical dilemmas that confront managers in a global economy. This course focuses on the challenges of responsible decision-making in complex, socially diverse business environments. *Prerequisites: All CBE and University proficiencies, including the UWSR, and all MBA fundamental courses.*

Participating Faculty: 1 faculty member.

Methods & Procedures: Individual written paper assignments. Assignment consisted of writing a 3-5 page response that answers questions pertaining to an ethical dilemma. See Appendix A for a template of the assignment.

Assessment Measurement Tool Used: Rubric developed using external sources from multiple universities.

Status of Assessment: Completed.

Artifacts Archived: Yes.

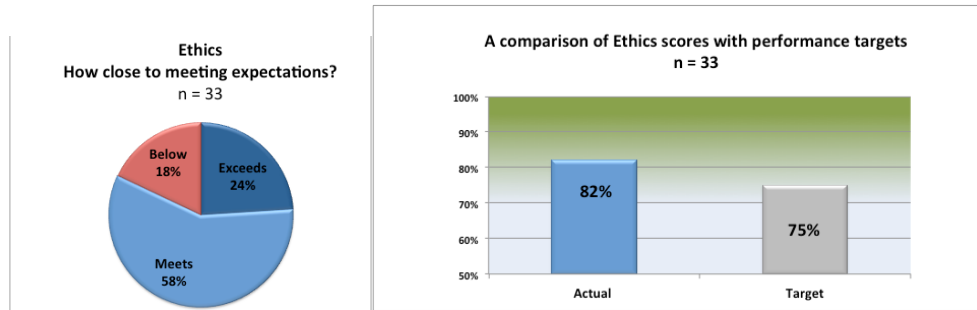
Performance Targets:

- 75% Meets + Exceeds
- <10% score a '1' on any individual trait

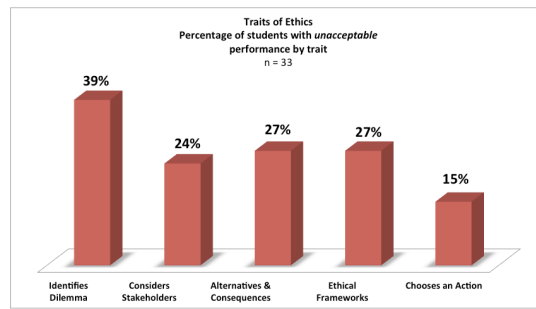
Data Summary & Analysis:

The following graphics display the results and findings from the conducted assessment.

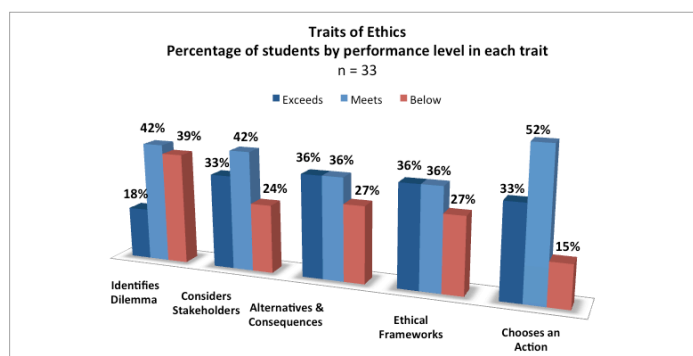
As depicted in the graphics, our students' overall ethics scores met our performance targets. Proficiency benchmarks were set so that 75% of assessed students fall under meeting or exceeding expectations. Findings show 82% of students met the target.



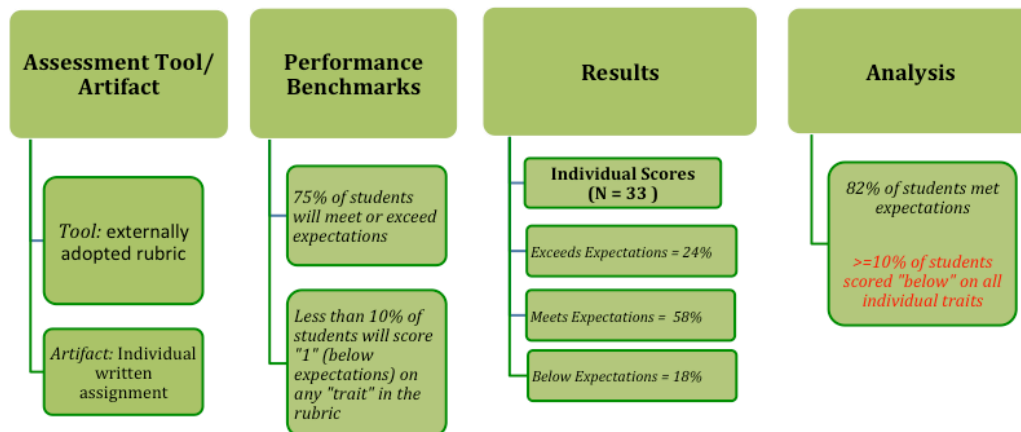
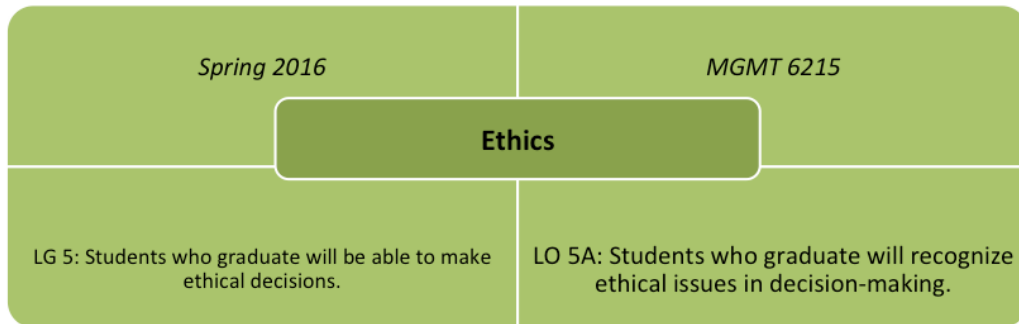
With regard to the individual components of ethics that are described on the rubric, our secondary proficiency benchmark was set at less than 10% of students scoring “below expectations” on any single trait assessed. Results show the students scored below expectations on all individual traits. However, it is an improvement from the last assessment, which showed a larger amount of students below expectations for all traits.



To score a “1” or “below expectations” for Trait #1: Identifies Dilemma, students “states a specific ethical dilemma exists, but fails to discuss potential decisions.” To score a “1” or “below expectations” for Trait #2: Considers Stakeholders, students fail to “identify who should be involved in the decision-making process.” To score a “1” or “below expectations” for Trait #3: Analyzes Alternatives and Consequences, students make only the “basic appraisal of the relevant facts and assumptions.” To score a “1” or “below expectations” for Trait #4: Identifies Appropriate Ethical Frameworks for Evaluating Alternatives, students do not “apply any theoretical ethical framework in evaluating alternatives or applies one or more approaches inappropriately.” To score a “1” or “below expectations” for Trait #5: Chooses an Action, students do not “identify and/or explain appropriate decision for a course of action from among alternatives actions.” The below chart displays how students perform in each individual trait according to all three proficiency levels.



Assessment Summary: Spring 2016



Ethics Assessment Assignment Template

Ethics Assessment

Winter 2016

Your name:

Instructions: You should take no more than 30 minutes; and the responses should be 100-200 words for each question or max of 3-5 pages total (double spaced lines). You may use a dictionary & consult your notes but you must work alone. You should not plagiarize from others.

Consider the readings and class discussion on ethics and the global trade in human organs. Assume you are the chief executive officer (CEO) of a major hospital and have to decide how to act on the trading of human organs. Answer the following questions.

- 1) Describe the ethical dilemma or the key issue you as CEO of a major hospital face.
- 2) Who should be involved in the decision making process (who will you consult)?
- 3) What options or alternative actions should be considered & what are the consequences of each option?
- 4) Which ethical principles are relevant to the decision?
- 5) Choose one best option & justify or explain your choice.

[End of Report]