

# ASSURANCE OF LEARNING

## Assessment Report

Program: MBA Term: Spring 2019 (Hayward only)

<b>LEARNING OBJECTIVE</b>	<b>5A:</b> Students who graduate will recognize and analyze ethical issues in decision-making.
<b>MAPPED COURSE</b>	<b>BUS 601:</b> Leadership and Communication in Organizations
<b>CURRICULUM ALIGNMENT</b>	Courses mapped as introducing LO5A: <b>BUS 601</b> Courses mapped as developing LO5A: BUS 604, 605, 607 Courses mapped as mastering LO5A: BUS 693
<b># OF PARTICIPATING FACULTY</b>	1
<b>METHODS &amp; PROCEDURES</b>	Faculty teaching mapped course developed exam questions to assess each trait on the rubric. Exam questions are archived.
<b>ASSESSMENT TOOL</b>	CBE Developed Rubric ( <i>see end of report for rubric</i> )
<b>PERFORMANCE TARGETS</b>	75% of students will meet expectations. Less than 10% of students will score “1” (below) on any “trait” in the rubric.

### Data Analysis Summary

There are two targets set for this learning objective, (1) 75% of students will meet or exceed expectations, and (2) less than 10% of students will score “1” (below expectation) on any “trait” in the rubric. Overall, 100% of students met expectations on the learning objective. A total of 20 students were assessed.

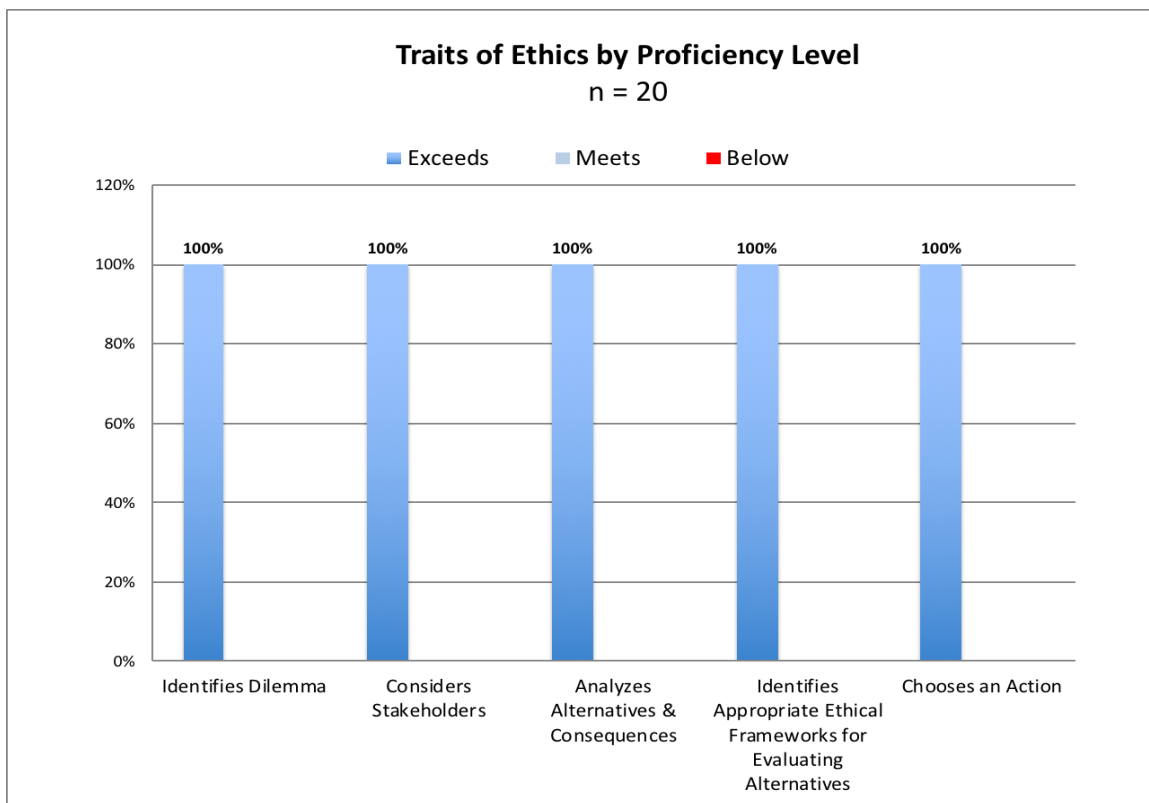
n = 20	Identifies Dilemma	Considers Stakeholders	Analyzes Alternatives & Consequences	Identifies Appropriate Ethical Frameworks for Evaluating Alternatives	Chooses an Action
Meets Expectations	100%	100%	100%	100%	100%
Does Not Meet Expectations	0%	0%	0%	0%	0%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Overall Score</b>	<b>100%</b>				

## Assessment Scores by Individual Traits.

Regarding the second performance target that less than 10% of students will score “1” (below expectation) on any “trait” in the rubric, scores show students did this performance target.

## Detailed Assessment Scores by Individual Traits

By Individual Traits	Identifies Dilemma	Considers Stakeholders	Analyzes Alternatives & Consequences	Identifies Appropriate Ethical Frameworks for Evaluating Alternatives	Chooses an Action
Exceeds	100%	100%	100%	100%	100%
Meets	0%	0%	0%	0%	0%
Below	0%	0%	0%	0%	0%



*\*Percentages may not add to 100% due to rounding.*

## Next Steps

- Share report with faculty and administrators

- Program Committee to call for review meeting
- Conduct Closing the Loop meeting
- Complete Closing the Loop Handout
- Share Closing the Loop Handout with Curriculum Committee
- Approval by Curriculum Committee
- Share Closing the Loop Handout with Dean's Office'
- Approval by Dean's Office
- Share Closing the Loop Handout with Faculty
- Publish results and findings
- Publish meeting minutes
- Implement Actions
- Track Actions

## Rubric

LO5A: Ethics			
Traits	Exceeds Expectations (6-8 pts)	Meets Expectations (3-5 pts)	Below Expectations (0-2 pts)
<b>Trait 1: Identifies Dilemma</b>	Describes the ethical dilemma in detail having gathered all available pertinent facts. Identifies and prioritizes key decisions to be made.	Identifies the ethical dilemma, including pertinent facts, and states what course of action must be decided	States a specific ethical dilemma exists, but fails to discuss potential decisions
<b>Trait 2: Considers Stakeholders</b>	Identifies and prioritizes the perspectives of all relevant stakeholders.	Determines who should be involved in the decision making process and accurately identifies these key stakeholders' perspectives.	Fails to identify who should be involved in the decision-making process
<b>Trait 3: Analyzes Alternatives &amp; Consequences</b>	Identifies multiple alternatives and evaluates their consequences effectively and insightfully.	Identifies at least two alternatives and evaluates their consequences effectively.	Basic appraisal of the relevant facts and assumptions
<b>Trait 4: Identifies Appropriate Ethical Frameworks for Evaluating Alternatives</b>	Identifies and applies multiple, appropriate theoretical ethical frameworks for evaluating alternatives and explains how these inform decision making.	Identifies and applies at least one appropriate theoretical ethical framework for evaluating alternatives.	Does not apply any theoretical ethical framework in evaluating alternatives or applies one or more approaches inappropriately
<b>Trait 5: Chooses an Action</b>	Formulates a decision and articulates a plan for implementing it that evidences understanding of the motives and consequences of action.	Formulates a decision and articulates a plan for implementing it.	Does not identify and/or explain appropriate decision for a course of action from among alternatives actions.
			source: SFSU MBA

End of Report