



## **College of Business & Economics**

### **Assurance of Learning**

Program Learning Objective (PLO): Teamwork  
Spring 2016

**BSBA**

**PLO3; LO3C**

**BSBA Learning Goal 3: Students who graduate will be effective communicators in a diverse and global environment.**

**CBE Learning Objective 3C:**

Students who graduate will apply effective team working skills.

**Assessed Term:** Spring 2016

**Mapped Course:** MGMT 4650 (On-ground)

**Curriculum Alignment:** Students take MGMT 4650 as a capstone course. This is a core course attended by seniors in the BSBA program. The course takes a top management perspective and integrates the functional disciplines into decision-making. Emphasis is placed on evaluating complex business situations, integrating theory with practices, and *presenting* comprehensive strategic business plans within groups.

**Participating Faculty:** 2 faculty members.

**Methods & Procedures:** To prevent conflation of assessment with grading, and to accurately retrieve reliable and consistent data, external assessors were used in the assessment of Oral Communications and Teamwork. Faculty teaching business communications were brought in to be external assessors in capstone courses. Faculty used the AAC&U Oral Communications rubric. 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.

**Assessment Measurement Tool Used:** AACU VALUE Teamwork rubric.

**Status of Assessment:** Completed.

**Artifacts Archived:** Score sheets saved.

**Performance Targets:**

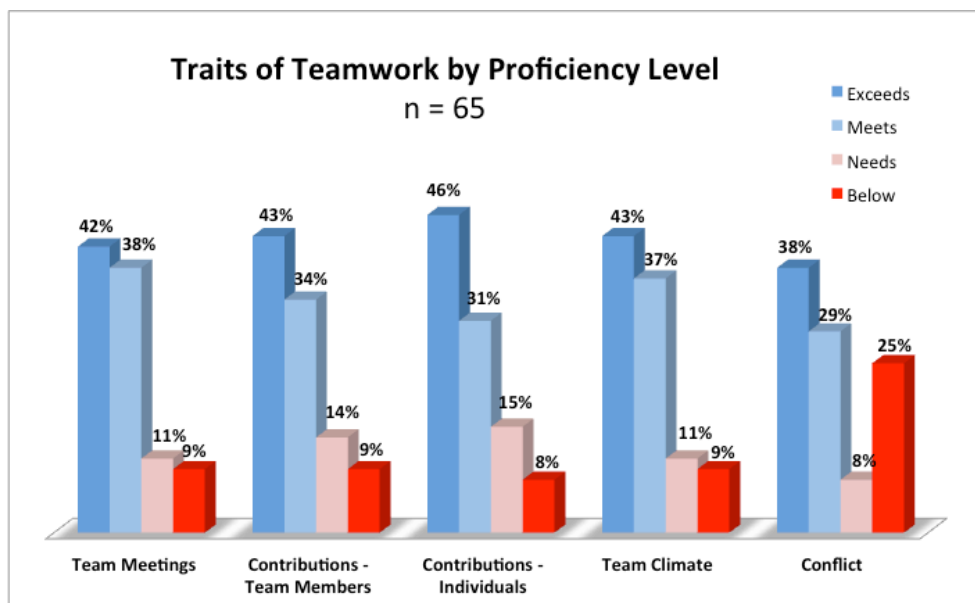
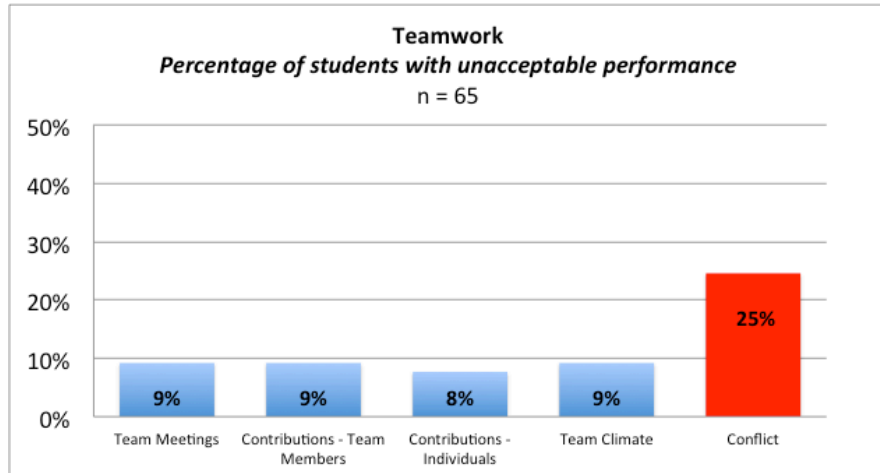
- 70% of students will meet or exceed expectations.
- Less than 10% of students will score “1” (below) on any “trait” in the rubric.

**Data Summary & Analysis:**

There are two targets set for this skill, (1) 70% of students will meet or exceed expectations; and (2) less than 10% of students will score “1” (below expectations) on any “trait” in the rubric. Overall, 68% of students met expectations on the learning objective.

n = 65	Trait 1	Trait 2	Trait 3	Trait 4	Trait 5
<b>Meets Expectations</b>	80%	77%	77%	80%	68%
<b>Does Not Meet Expectations</b>	20%	23%	23%	20%	32%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Overall Score</b>	<b>68%</b>				

With regard to the individual components of teamwork 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. Findings show more than 10% of students was assessed as below expectations on Trait #5: Conflict.



**BSBA Learning Goal 3: Students who graduate will be effective communicators in a diverse and global environment.**

**CBE Learning Objective 3C:**

Students who graduate will apply effective team working skills.

**Assessed Term:** Spring 2016

**Mapped Course:** MGMT 4650 (Online)

**Curriculum Alignment:** Students take MGMT 4650 as a capstone course. This is a core course attended by seniors in the BSBA program. The course takes a top management perspective and integrates the functional disciplines into decision-making. Emphasis is placed on evaluating complex business situations, integrating theory with practices, and *presenting* comprehensive strategic business plans in groups.

**Participating Faculty:** 1 faculty member

**Methods & Procedures:** Faculty incorporated the quantity and quality of interactions in the discussion boards (both within the team and also outside the team) to assess learning objective.

Faculty feedback following pilot:

*"The integration of the voice thread into the BB course was a little bit challenging in the beginning. We worked with the university staff to shoot introductory videos. Then, we provided the students with instructions on how to do. I was a little bit skeptic with the value added of the tool but then the students did a phenomenal job with the presentations. The great thing about voice thread is it's a very interactive medium. That really goes along with the learning outcome of the capstone course."*

**Assessment Measurement Tool Used:** AACU VALUE Teamwork rubric.

**Status of Assessment:** Completed.

**Artifacts Archived:** Score sheets saved.

**Performance Targets:**

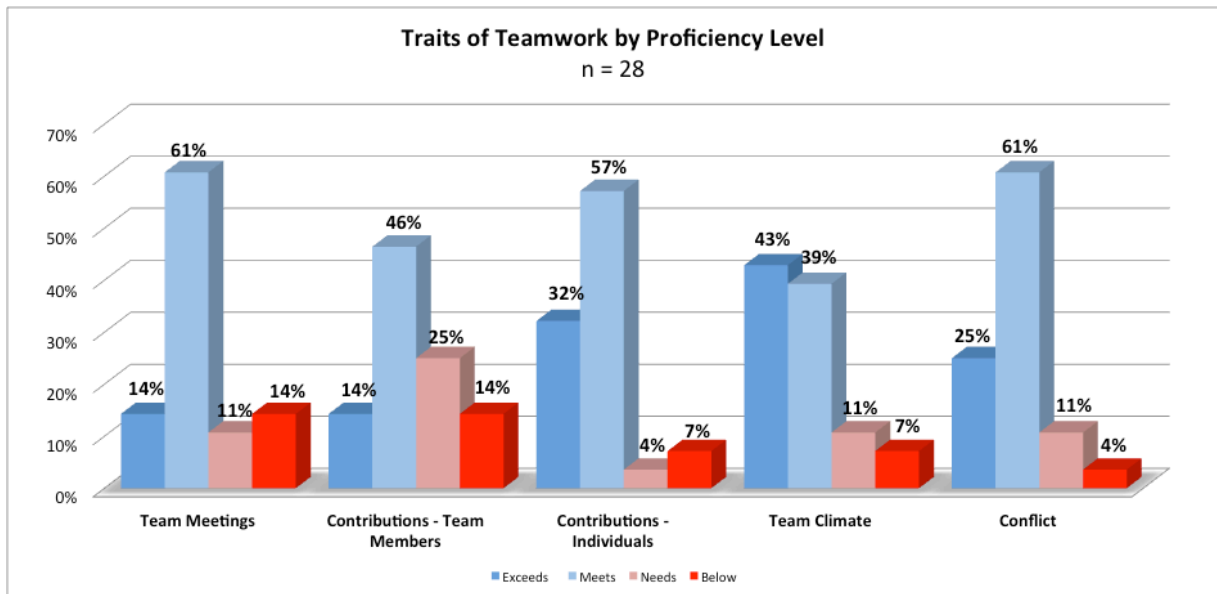
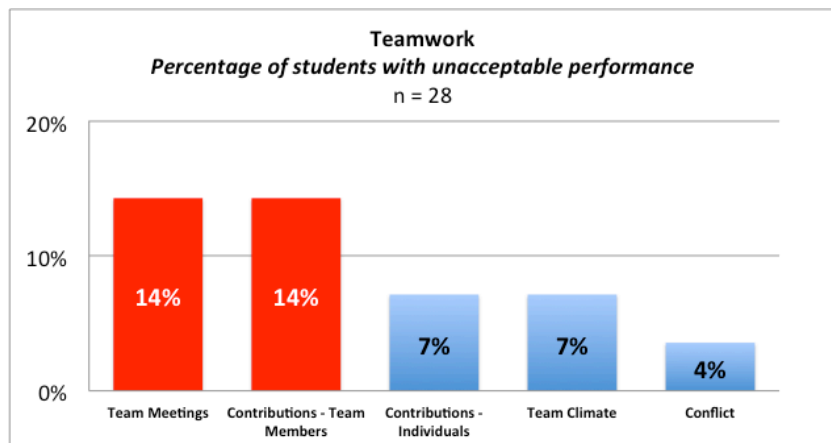
- 70% of students will meet or exceed expectations.
- Less than 10% of students will score "1" (below) on any "trait" in the rubric.

**Data Summary & Analysis:**

There are two targets set for this skill, (1) 70% of students will meet or exceed expectations; and (2) less than 10% of students will score "1" (below expectations) on any "trait" in the rubric. Overall, 79% of students met expectations on the learning objective.

n = 28	Trait 1	Trait 2	Trait 3	Trait 4	Trait 5
<b>Meets Expectations</b>	75%	61%	89%	82%	86%
<b>Does Not Meet Expectations</b>	25%	39%	11%	18%	14%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Overall Score</b>	<b>79%</b>				

With regard to the individual components of teamwork 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. Findings show more than 10% of students was assessed as below expectations on Trait #1 and 2, Team Meetings and Contributions to Team Meetings.



[End of Report]