



College of Business & Economics

Assurance of Learning

Program Learning Objective (PLO): Teamwork
Spring 2017 On-ground & Online

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 2017

Mapped Course:

MGMT 4650 (On-ground and 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 within groups.

Participating Faculty:

2 faculty members.

Methods & Procedures: Online assessment is conducted using three methods: (1) general discussion board and team discussion board; (2) team evaluations: students are required to submit two forms of evaluation assessing the teamwork for different assignments; (3) office hours & e-mails received/feedback during one-to-one conversations with students.

Assessment Measurement Tool Used:

AACU VALUE Teamwork rubric.

Status of Assessment:

Completed.

Artifacts Archived:

Score sheets saved.

Performance Targets:

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, 57% of students met expectations on the learning objective.

n = 57	Trait 1	Trait 2	Trait 3	Trait 4
Meets Expectations	70%	46%	68%	44%
Does Not Meet Expectations	30%	54%	32%	56%
Total	100%	100%	100%	100%
Overall Score	57%			

Data Summary & Analysis

Overall Assessment Scores by Individual Trait:

On-ground

n = 37

Assessed Traits	Meets Expectation*	Below Expectation**
Trait 1: Contributes	78%	22%
Trait 2: Facilitates	65%	35%
Trait 3: Individual Contributions	76%	24%
Trait 4: Fosters Constructive Climate	57%	43%

Online

n = 20

Meets Expectation*	Below Expectation**
55%	45%
10%	90%
55%	45%
20%	80%

On-ground AND Online Data Aggregated

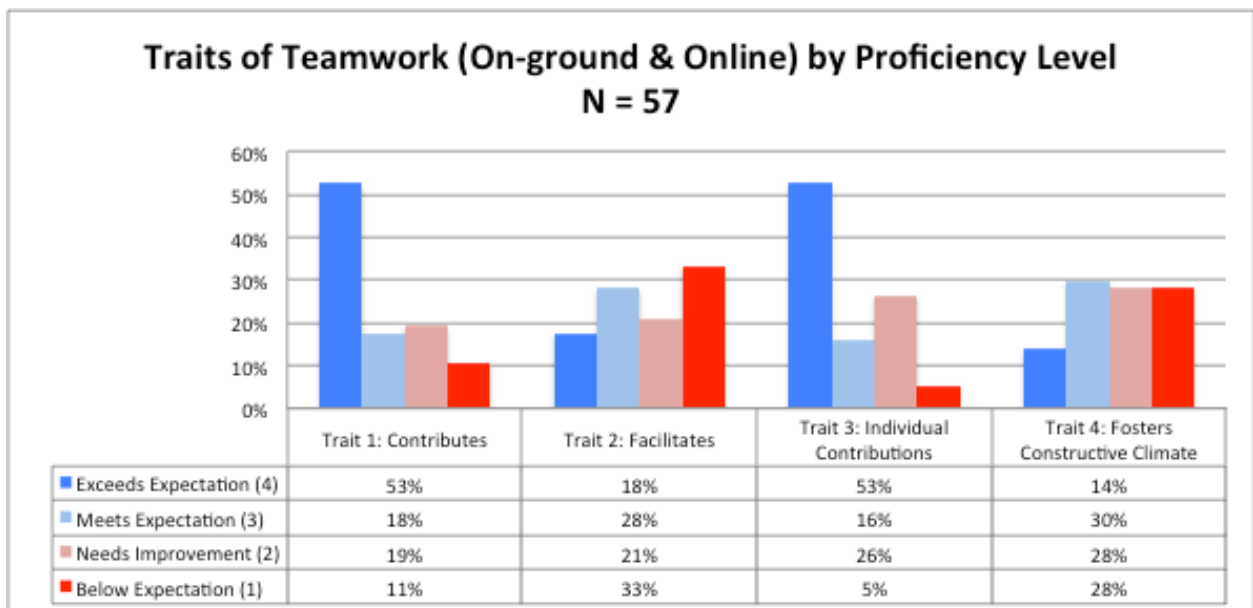
n = 57

Assessed Traits	Meets Expectation*	Below Expectation**
Trait 1: Contributes	70%	30%
Trait 2: Facilitates	46%	54%
Trait 3: Individual Contributions	68%	32%
Trait 4: Fosters Constructive Climate	44%	56%

* Meets expectation = Meets expectation + Exceeds expectation

**Below Expectation = Needs Improvement + Below Expectation

Detailed Assessment Scores by Individual Trait*:



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

Teamwork Rubric

LO3B: Teamwork				
Goal 3:	Students who graduate will be effective communicators in a diverse and global environment.			
Goal 3C:	Students who graduate will apply effective team skills to work in a diverse and global environment.			
Traits	(4) Exceeds Expectations	(3) Meets Expectations	(2) Needs Improvement	(1) Below Expectations
Contributes to Team Meetings	Helps the team move forward by articulating the merits of alternative ideas or proposals.	Offers alternative solutions or courses of action that build on the ideas of others.	Offers new suggestions to advance the work of the group.	Shares ideas but does not advance the work of the group.
Facilitates the Contributions of Team Members	Engages team members in ways that facilitate their contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage.	Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others.	Engages team members in ways that facilitate their contributions to meetings by restating the views of other team members and/or asking questions for clarification.	Engages team members by taking turns and listening to others without interrupting.
Individual Contributions Outside of Team Meetings	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. Proactively helps other team members complete their assigned tasks to a similar level of excellence.	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project.	Completes all assigned tasks by deadline; work accomplished advances the project.	Completes all assigned tasks by deadline.
Fosters Constructive Team Climate	Supports a constructive team climate by doing all of the following:	Supports a constructive team climate by doing any three of the following:	Supports a constructive team climate by doing any two of the following:	Supports a constructive team climate by doing any one of the following:
	<ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. 	<ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. 	<ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. 	<ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication.
	<ul style="list-style-type: none"> • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 	<ul style="list-style-type: none"> • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 	<ul style="list-style-type: none"> • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 	<ul style="list-style-type: none"> • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.
	<ul style="list-style-type: none"> • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 	<ul style="list-style-type: none"> • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 	<ul style="list-style-type: none"> • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 	<ul style="list-style-type: none"> • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
	<ul style="list-style-type: none"> • Provides assistance and/or encouragement to team members. 	<ul style="list-style-type: none"> • Provides assistance and/or encouragement to team members. 	<ul style="list-style-type: none"> • Provides assistance and/or encouragement to team members. 	<ul style="list-style-type: none"> • Provides assistance and/or encouragement to team members.

Raw Assessment Scores

Instructor	Individual	Contributes	Facilitates	Individual Contributions	Fosters Constructive Climate
Instructor 001	Individual 001	4	4	4	4
Instructor 001	Individual 002	4	3	4	3
Instructor 001	Individual 003	2	1	2	1
Instructor 001	Individual 004	4	3	4	3
Instructor 001	Individual 005	4	4	4	4
Instructor 001	Individual 006	4	3	4	2
Instructor 001	Individual 007	2	1	2	1
Instructor 001	Individual 008	4	3	4	4
Instructor 001	Individual 009	4	4	4	4
Instructor 001	Individual 010	4	3	4	3
Instructor 001	Individual 011	4	3	4	3
Instructor 001	Individual 012	2	3	4	3
Instructor 001	Individual 013	4	4	4	3
Instructor 001	Individual 014	4	4	4	4
Instructor 001	Individual 015	4	3	4	4
Instructor 001	Individual 016	4	3	4	2
Instructor 001	Individual 017	4	4	4	4
Instructor 001	Individual 018	4	3	4	3
Instructor 001	Individual 019	2	1	2	1
Instructor 001	Individual 020	4	4	4	4
Instructor 002	Individual 021	4	4	4	3
Instructor 002	Individual 022	4	3	4	3
Instructor 002	Individual 023	4	1	4	1
Instructor 002	Individual 024	3	2	3	2
Instructor 002	Individual 025	4	4	4	2
Instructor 002	Individual 026	3	2	3	2
Instructor 002	Individual 027	2	2	2	1
Instructor 002	Individual 028	1	1	2	1
Instructor 002	Individual 029	3	2	2	2
Instructor 002	Individual 030	3	3	3	3
Instructor 002	Individual 031	4	4	4	3
Instructor 002	Individual 032	4	3	4	3
Instructor 002	Individual 033	4	1	4	1
Instructor 002	Individual 034	1	1	2	1
Instructor 002	Individual 035	3	2	2	2
Instructor 002	Individual 036	3	3	3	3
Instructor 002	Individual 037	1	1	2	1
Online	Individual 038	4	3	4	3
Online	Individual 039	4	2	4	3
Online	Individual 040	4	2	3	2
Online	Individual 041	4	1	4	1
Online	Individual 042	3	2	2	2
Online	Individual 043	3	2	3	2
Online	Individual 044	2	1	3	2
Online	Individual 045	2	1	2	2
Online	Individual 046	2	1	2	1
Online	Individual 047	1	1	1	1
Online	Individual 048	4	3	4	3
Online	Individual 049	4	2	4	3
Online	Individual 050	4	1	4	1
Online	Individual 051	3	2	2	2
Online	Individual 052	3	2	3	2
Online	Individual 053	2	1	3	2
Online	Individual 054	2	1	2	2
Online	Individual 055	2	1	2	1
Online	Individual 056	1	1	1	1
Online	Individual 057	1	1	1	1

End of Report