CALIFORNIA STATE
UNIVERSITY
E A S T   B A Y

College of Business & Economics

Assurance of Learning

Program Learning Objective (PLO): Ethics
Winter 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: Winter 2016

Assessed Course: MGMT 6215

Curriculum Alignment:

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:
Assignment consisted of writing a 3-5-page response that answers questions pertaining to an ethical dilemma.

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

Status of Assessment: Completed.

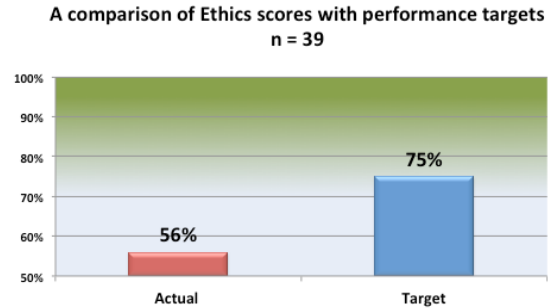**Artifacts Archived:** Yes.

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 did not meet our performance targets. Proficiency benchmarks were set so that 75% of assessed students fall under meeting or exceeding expectations. Findings show 56% of students met the target.

Ethics
How close to meeting expectations?
n = 39

Below 44%
Meets 56%

A comparison of Ethics scores with performance targets
n = 39

100%
90%
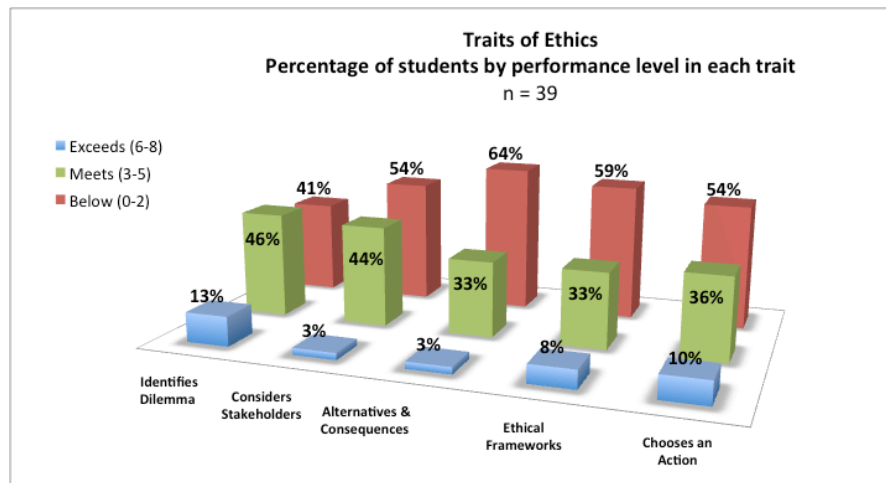80%
70%
60%
50%

56%
Actual

75%
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 majority of students scored below expectations on all individual traits.

Traits of Ethics
Percentage of students with *unacceptable* performance by trait
n = 39

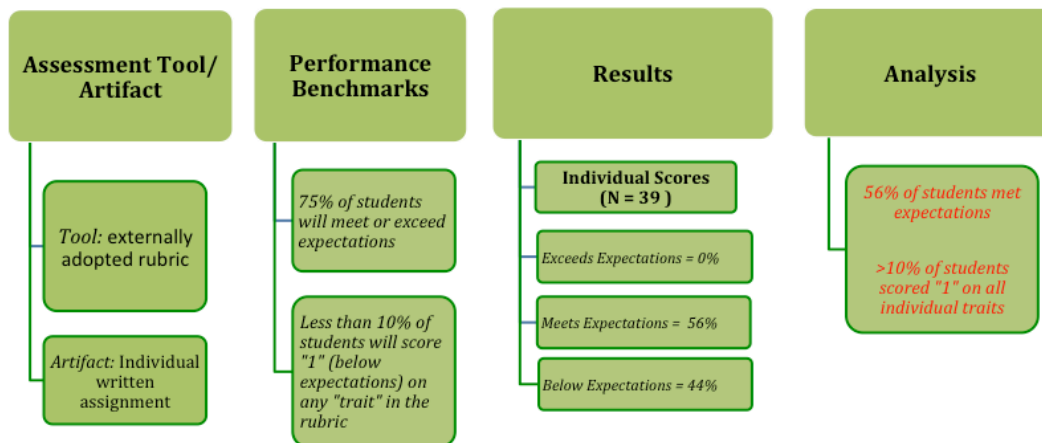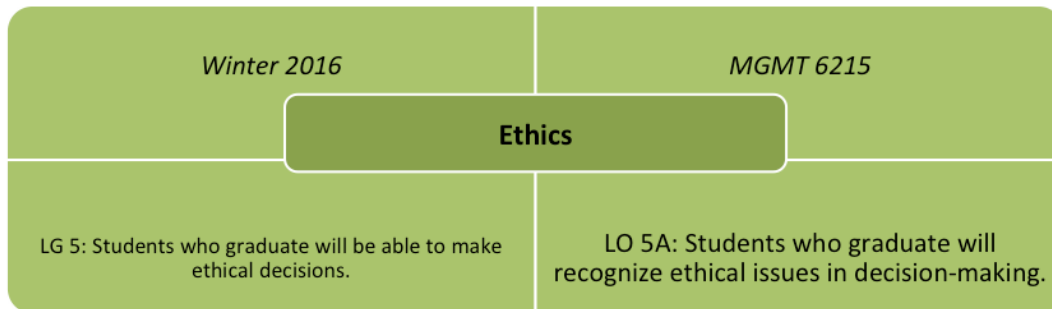| Identifies Dilemma	Considers Stakeholders	Alternatives & Consequences	Ethical Frameworks	Chooses an Action
41%	54%	64%	59%	54%

On four out of five of the individual traits, more than half of the students were assessed at below expectations, contributing to the high percentage of students below expectations when assessing the proficiency level of the learning objective overall.

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 proficiency levels. Majority of students were found below expectations when examining individual trait performances.

Traits of Ethics
Percentage of students by performance level in each trait
n = 39

Assessment Summary: Winter 2016

Winter 2016	MGMT 6215
Ethics	
LG 5: Students who graduate will be able to make ethical decisions.	LO 5A: Students who graduate will recognize ethical issues in decision-making.

Assessment Tool/ Artifact

Tool: externally adopted rubric

Artifact: Individual written assignment

Performance Benchmarks

75% of students will meet or exceed expectations

Less than 10% of students will score "1" (below expectations) on any "trait" in the rubric

Results

Individual Scores (N = 39)

Exceeds Expectations = 0%

Meets Expectations = 56%

Below Expectations = 44%

Analysis

56% of students met expectations

>10% of students scored "1" on all individual traits

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.