

## ASSESSMENT REPORT

California State University East Bay  
College of Business and Economics

### Summary

Program	B.S. Business Administration (BSBA)
Learning Goal	3 - Students who graduate will be effective communicators in a diverse and global environment.
Learning Objective	3C - Students who graduate will apply effective team working skills.
Rubric	Used to assess student work or artifact. Available at AOL website and end of report.
Assessed Course(s)	MGMT 499 BSBA Capstone (on ground and online)
Assessment Date(s)	2019
Artifacts Archival	Rubric score sheets saved.
Performance Targets	1 - At least 70% of student overall scores will meet or exceed expectations.
	2 - Less than 10% of students will score "1" (below expectations) on any rubric trait.
Results to Targets	1 – 76.4% of student overall scores meet or exceed expectations.
	2 – More than 10% of students score as below expectations in Traits 1 and 3.

### Assessment Results Table(s)

- The top row lists each trait from the learning objective rubric.
- The first column shows the possible scores given to each student.
- The data inside the table lists the number and percentage of students recording each score for each trait.
- The percentage of student scoring below expectations for each trait highlighted in **green**.
- The bottom two rows show the percent of students meeting or exceeding expectations for each trait and the percentage of student overall scores meeting or exceeding expectations highlighted in **yellow**.

#### Results combined from on ground and online sections

	Trait 1: Contributes to Team Meetings	Trait 2: Facilitates the Contributions of Team Members	Trait 3: Individual Contributions Outside of Team Meetings	Trait 4: Fosters Constructive Team Climate
Exceeds Expectation (4)	64	54	64	32
<i>Percentage</i>	43.2%	36.5%	43.2%	21.6%
Meets Expectation (3)	61	54	61	62
<i>Percentage</i>	41.2%	36.5%	41.2%	41.9%
Needs Improvement (2)	8	31	8	45
<i>Percentage</i>	5.4%	20.9%	5.4%	30.4%
Below Expectation (1)	15	9	15	9
<i>Percentage</i>	10.1%	6.1%	10.1%	6.1%
<i>Total N</i>	148	148	148	148
<i>Percentage</i>	100%	100%	100%	100%
Meets or Exceeds by Trait	84.5%	73.0%	84.5%	63.5%
Overall Meets or Exceeds	76.4%			

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### Results from on ground sections

	Trait 1: Contributes to Team Meetings	Trait 2: Facilitates the Contributions of Team Members	Trait 3: Individual Contributions Outside of Team Meetings	Trait 4: Fosters Constructive Team Climate
Exceeds Expectation (4)	47	46	48	21
Percentage	36.7%	35.9%	37.5%	16.4%
Meets Expectation (3)	58	42	57	53
Percentage	45.3%	32.8%	44.5%	41.4%
Needs Improvement (2)	8	31	8	45
Percentage	6.3%	24.2%	6.3%	35.2%
Below Expectation (1)	15	9	15	9
Percentage	11.7%	7.0%	11.7%	7.0%
Total N	128	128	128	128
Percentage	100%	100%	100%	100%
Meets or Exceeds by Trait	82.0%	68.8%	82.0%	57.8%
Overall Meets or Exceeds	72.7%			

### Results from online sections

	Trait 1: Contributes to Team Meetings	Trait 2: Facilitates the Contributions of Team Members	Trait 3: Individual Contributions Outside of Team Meetings	Trait 4: Fosters Constructive Team Climate
Exceeds Expectation (4)	17	8	16	11
Percentage	85.0%	40.0%	80.0%	55.0%
Meets Expectation (3)	3	12	4	9
Percentage	15.0%	60.0%	20.0%	45.0%
Needs Improvement (2)	0	0	0	0
Percentage	0.0%	0.0%	0.0%	0.0%
Below Expectation (1)	0	0	0	0
Percentage	0.0%	0.0%	0.0%	0.0%
Total N	20	20	20	20
Percentage	100%	100%	100%	100%
Meets or Exceeds by Trait	100.0%	100.0%	100.0%	100.0%
Overall Meets or Exceeds	100.0%			

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### Teamwork Rubric

<b>LO3B: Teamwork</b>				
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
<b>Contributes to Team Meetings</b>	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.
<b>Facilitates the Contributions of Team Members</b>	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.
<b>Individual Contributions Outside of Team Meetings</b>	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.
<b>Fosters Constructive Team Climate</b>	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"> <li>• Treats team members respectfully by being polite and constructive in communication.</li> </ul>	<ul style="list-style-type: none"> <li>• Treats team members respectfully by being polite and constructive in communication.</li> </ul>	<ul style="list-style-type: none"> <li>• Treats team members respectfully by being polite and constructive in communication.</li> </ul>	<ul style="list-style-type: none"> <li>• Treats team members respectfully by being polite and constructive in communication.</li> </ul>
	<ul style="list-style-type: none"> <li>• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.</li> </ul>
	<ul style="list-style-type: none"> <li>• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.</li> </ul>	<ul style="list-style-type: none"> <li>• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.</li> </ul>	<ul style="list-style-type: none"> <li>• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.</li> </ul>	<ul style="list-style-type: none"> <li>• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.</li> </ul>
	<ul style="list-style-type: none"> <li>• Provides assistance and/or encouragement to team members.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides assistance and/or encouragement to team members.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides assistance and/or encouragement to team members.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides assistance and/or encouragement to team members.</li> </ul>

End of Report