School of Business and Management
2018 Outcomes Assessment

Department	Program	Outcome	Outcome Description	Measure Title	Measure Type/Method	Details/Description	Acceptable Target	Ideal Target	Findings Title	Acceptable Target Achievement	Ideal Target Achievement	Institutional Learning Outcomes : 1	Institutional Learning Outcomes : 2	Institutional Learning Outcomes : 3	Institutional Learning Outcomes : 4	Institutional Learning Outcomes : 5	Institutional Learning Outcomes : 6	Institutional Learning Outcomes : 7
Department of Accounting	Bachelor of Science in Accountancy	Outcome 1	Utilize current technologies for presenting and analyzing accounting information	DM1 Developed Research Project Tableau Part 2 in ACC300 (ACC436)	Direct - Student Artifact	Accounting Software Research Project ACC300 (ACC436) Tableau assignment Part 2	74 % of students to receive "Admirable and above" rating on all relevant criteria as it relates to PLO1 on the software project.	80 % of students to receive "Admirable" (80%) and above" rating on the software project.	Findings for DM1 Developed Research Project Tableau Part 2 in ACC300 (ACC436)	Not Met	Approaching	X						
			Utilize current technologies for presenting and analyzing accounting information	DM2 Mastered Project in ACCX5500X	Direct - Student Artifact	Tableau project to be done by all students in ACCX5500X.	80% of students to receive Proficient and above rating on the project.	85% of students to receive Proficient and above rating on the project.	Findings for DM2 Mastered Project in ACCX5500X	Exceeded	Exceeded	X						
			Utilize current technologies for presenting and analyzing accounting information	IM 1 PLO1 Exit Survey	Indirect - Other	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University.\n\nQuestion No. 4 on the Exit Survey: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency: "Utilize current technologies for presenting and analyzing accounting information."	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO1.	Students will rate at least a mean of 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale.	Findings for IM1 PLO1 Exit Survey	Exceeded	Exceeded	X						
		Outcome 2	Demonstrate mastery of a common body of accounting knowledge	DM1-DM7 Developed and Mastered Comprehensive Final Exams in the Mastery Courses	Direct - Exam	Comprehensive Final Exam Scores in Mastery Courses (Quantitative questions are algorithmic): All questions on the exams align with PLO2.\nDM1 – ACC300\nDM2 - ACC410C\nDM3 - ACC431\nDM4 - ACC432B\nDM5 - ACC433B\nDM6 - ACC434\nDM7 - ACC435B	80% of Students to achieve at least 74% or higher score in the Comprehensive Final Exams	84% of Students to achieve at least 74% or higher score in the Comprehensive Final Exams	Findings for DM1-DM7 Developed and Mastered Comprehensive Final Exams in the Mastery Courses	Exceeded	Exceeded			X				
			Demonstrate mastery of a common body of accounting knowledge	IM1 PLO2 Exit Survey	Indirect - Survey	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University.\n\nQuestion No. 4 on the Exit Survey: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency: "Demonstrate mastery of a common body of accounting knowledge."	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO2.	Students will rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale.	Findings for IM1 PLO2 Exit Survey	Exceeded	Exceeded			X				
			Demonstrate mastery of a common body of accounting knowledge	IM2 - PLO2 CPA Exams Results from NASBA	Indirect - Other	The CPA exams is one of the most difficult professional exams in the nation. In 2016 , First Time Pass rate was 49.80% in California and 54.40% in the USA.	At least 36% of students (First Time Takers) to achieve 75% in 4 parts of the CPA Exams (AUD, FAR, REG, BEC).	At least 40% of students (First Time Takers) to achieve 75% in 4 parts of the CPA Exams (AUD, FAR, REG, BEC).	Findings for IM2 - PLO2 CPA Exams Results from NASBA	Exceeded	Approaching			X				
		Outcome 3	Develop ethical sensitivity to accounting scenarios	DM1 Developed and Mastered - Audit Ethics Case in ACC435B	Direct - Student Artifact	The project is required be done by all students in ACC435B.	74% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which related to PLO3 (recognize ethical issues, identify stakeholders, analyze alternatives, and reach a conclusion.).	80% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which related to PLO3 (recognize ethical issues, identify stakeholders, analyze alternatives, and reach a conclusion.).	Findings for DM1 Developed and Mastered - Audit Ethics Case in ACC435B	Exceeded	Exceeded					X		
			Develop ethical sensitivity to accounting scenarios	DM2 Mastered Ethics Case Project ACC515 (Enron Case)	Direct - Student Artifact	Required for all student in the ACC515 course.	74% of students to achieve "Competent and above" rating on the Enron case to show sensitivity to ethical issues in a movie.	80% of students to achieve "Competent and above" rating on the Enron case to show sensitivity to ethical issues in a movie.	Findings for DM2 Mastered Ethics Case Project ACC515 (Enron Case)	Exceeded	Exceeded					X		
			Develop ethical sensitivity to accounting scenarios	IM1 - PLO3 Exit Survey	Indirect - Other	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University.\n\nQuestion No. 4 on the Exit Survey: Please rate how strongly you agree that the Accountancy degree helped you develop ethical sensitivity to accounting scenarios PLO3.	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them to the development of the competency covered by PLO3.	Students will rate at least a mean of 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale.	Findings for IM1 - PLO3 Exit Survey	Exceeded	Exceeded					X		
		Outcome 4	Employ effective communication of accounting information	DM1 Mastered - Audit Memo3 ACC435B	Direct - Student Artifact	Required to be done by students in ACC435B.	74% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which related to PLO4 (analysis/presentation, grammar and timeliness)	80% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which related to PLO4 (analysis/presentation, grammar and timeliness)	Findings for DM1 Mastered - Audit Memo3 ACC435B	Exceeded	Exceeded			X		X		
			Employ effective communication of accounting information	DM2 Developed - CAFR Signature Project ACC434	Direct - Student Artifact	Required for all students in ACC434.	74% of students to achieve "Satisfactory and above" rating on the relevant criteria in the rubric which related to PLO4 (all criteria excluding the sections: (1) use of GASB pronouncements, and (2) resources used.)	80% of students to achieve "Satisfactory and above" rating on the relevant criteria in the rubric which related to PLO4 (all criteria excluding the sections: (1) use of GASB pronouncements, and (2) resources used.)	Findings for DM2 Developed - CAFR Signature Project ACC434	Exceeded	Exceeded			X		X		

Department	Program	Outcome	Outcome Description	Measure	Type	Description	Acceptable Target	Ideal Target	Findings	Result	Trend	A1	A2	A3	A4	A5	A6
			Employ effective communication of accounting information	IM1 - PLO4 Exit Survey	Indirect - Survey	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University. Two questions will be used for analysis: Question No. 4 on the Exit Survey: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency: " to employ effective communication of accounting information." PLO4.	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them to the development of the competency covered by PLO4.	Students will rate at least a mean of 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale	Findings for IM1 - PLO4 Exit Survey	Exceeded	Exceeded		X		X		
		Outcome 5	Demonstrate awareness of International Financial Reporting Standards	DM1 Mastered Threaded Discussion on US GAAP and IFRS Week 1 ACC410C	Direct - Student Artifact	Required to be done by all students in ACC410C.	74% of students to receive "Proficient and above" on the relevant criteria in the rubric which related to PLO5 (the first item dealing with the critique of IFRS compared to US GAAP.)	80% of students to receive "Proficient and above" on the relevant criteria in the rubric which related to PLO5 (the first item dealing with the critique of IFRS compared to US GAAP.)	Findings for DM1 Mastered Threaded Discussion on US GAAP and IFRS Week 1 ACC410C	Exceeded	Exceeded			X			
			Demonstrate awareness of International Financial Reporting Standards	DM2 Mastered - Research Project IFRS vs. USGAAP ACC410C	Direct - Student Artifact	Required for all students in ACC410C.	74% of students to receive "Proficient and above" on first item in the rubric dealing with the critique of IFRS compared to US GAAP	80% of students to receive "Proficient and above" on the assignment.	Findings for DM2 Mastered - Research Project IFRS vs. USGAAP ACC410C	Exceeded	Exceeded			X			
			Demonstrate awareness of International Financial Reporting Standards	IM1 - PLO5 Exit Survey	Indirect - Survey	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University. Question No. 4 of the Exit Survey: Please rate how you agree that the Accountancy degree helped you develop competency PLO5: "Demonstrate awareness of International Financial Reporting Standards."	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them in the development of the competency covered by PLO5.	Students will rate at least a mean of 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale.	Findings for IM1 - PLO5 Exit Survey	Exceeded	Exceeded			X			
		Outcome 6	Research issues to support critical assessment of accounting information	DM1 Mastered - Audit Memo3 ACC435B	Direct - Student Artifact	Required to be done by all students in ACC435B.	74% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which relate to PLO6 (Coverage of the Standards.)	80% of students to achieve "Competent and above" rating on the relevant criteria in the rubric which relate to PLO6 (Coverage of the Standards.)	Findings for DM1 Mastered - Audit Memo3 ACC435B	Not Met	Moving Away		X			X	
			Research issues to support critical assessment of accounting information	DM2 Developed - CAFR Signature Project ACC434	Direct - Student Artifact	Required to be done by all student in ACC434.	74% of students to achieve "Satisfactory and above" rating on the relevant criteria in the rubric which relate to PLO6 ((1) use of GASB pronouncements and (2) Resources	80% of students to achieve "Satisfactory and above" rating on CAFR Signature Project assignment.	Findings for DM2 Developed - CAFR Signature Project ACC434	Exceeded	Exceeded		X			X	
			Research issues to support critical assessment of accounting information	IM1 - PLO6 Exit Survey	Indirect - Survey	The Bachelor of Science in Accountancy (BSA) Exit Survey was conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all program completers in FY 2018. It was a 6-item survey. The objective was to gather information from recent graduates related to their experiences in the BSA program at National University. Question No. 4 of the Exit Survey: Please rate how you agree that the Accountancy degree helped you develop competency PLO6: "Research issues to support critical assessment of accounting information."	Students will rate at least a mean of 3.70 out of 5.00 (or 74% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them in the development of the competency covered by PLO6.	Students will rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale	Findings for IM1 - PLO6 Exit Survey	Exceeded	Exceeded		X			X	
		Outcome 7	Operate effectively in group settings to enhance student learning	No Measure specified													X
Department of Accounting	Master of Accountancy	Outcome 1	Integrate current information technologies to report and analyze financial information	DM1 - ACC630M Developed Master Budgeting Beginning	Direct - Student Artifact	Master Budgeting Project is required to be done by all students in ACC630M.. The focus is on application of appropriate technology application (Excel) to complete the Master Budget. This assignment is to be submitted using an Excel XLS or XLSX workbook. Each budget schedule is to be contained on a separate spreadsheet tab. You are to utilize the power of Excel for totaling and referencing amounts contained in other spreadsheets. Create a "Basic" spreadsheet for your assumptions and raw data which will be used in the other budget spreadsheets. Use Excel referencing to look at these raw data figures. Only the following budget spreadsheets are to be included for this course: Sales (including cash collections) and Production.	80% of students to receive a score of at least "Very Good" on the Master Budgeting Beginning	85% of students to receive a score of at least "Very Good" on the Master Budgeting Beginning	Findings for DM1 - ACC630M Developed Master Budgeting Beginning	Exceeded	Approaching	X					
			Integrate current information technologies to report and analyze financial information	DM2 ACC631M Mastered - Master Budgeting Signature Assignment	Direct - Student Artifact	Master Budgeting Signature Assignment is required of all students in the ACC631M. The focus is on application of appropriate technology (Excel) to complete the Master Budget. Students upload their Excel spreadsheet to the Final Signature Assignment Item in Blackboard.	80% of students to receive a score of at least "Very Good" on the Master Budgeting Signature Assignment	85% of students to receive a score of at least "Very Good" on the Master Budgeting Signature Assignment	Findings for DM2 ACC631M Mastered - Master Budgeting Signature Assignment	Exceeded	Approaching	X					
			Integrate current information technologies to report and analyze financial information	IM1 - Exit Survey	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One of the questions will be used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency PLO1: "Integrate current information technologies to report and analyze financial information."	Acceptable: Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO1.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale.	Findings for IM1 - Exit Survey	Exceeded	Approaching	X					

Outcome	Outcome Description	Measure	Type	Details	Acceptable Target	Ideal Target	Findings	Result	Trend	C1	C2	C3	C4	C5	C6
Outcome 2	Evaluate accounting information based upon mastery of a common body of accounting knowledge	DM1-6 Comprehensive Final Exams	Direct - Exam	Comprehensive Final Exam Scores in Mastery Courses (Most Quantitative questions are algorithmic). DM1 ACC657M DM2 ACC612M DM3 ACC615M DM4 ACC621M DM5 ACC631M DM6 ACC640M DM7 ACC651M	80% of Students to achieve average score of at least 80% or higher score in the Comprehensive Final Exams	85% of Students to achieve average score of at least 80% or higher score in the Comprehensive Final Exams	Findings for DM1-6 Comprehensive Final Exams	Not Met	Moving Away				X		
	Evaluate accounting information based upon mastery of a common body of accounting knowledge	IM1 CPA Exams	Indirect - Other	The CPA exams is one of the most difficult professional exams in the nation. In 2016 , First Time Pass rate was 49.80% in California and 54.40% in the USA.	At least 40% of students (First Time Takers) to achieve a score of at least 75% in each of the four (4) parts of the CPA Exam (AUD, FAR, REG, BEC). This information is provided in a book at the end of the year by NASBA. It will be uploaded when the data is received.	At least 45% of students (First Time Takers) to achieve a score of at least 75% in each of the four (4) parts of the CPA Exam (AUD, FAR, REG, BEC). This information is provided in a book at the end of the year by NASBA. It will be uploaded when the data is received.	Findings for IM1 CPA Exams	Not Met	Moving Away				X		
	Evaluate accounting information based upon mastery of a common body of accounting knowledge	IM2 - Exit Survey	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One of the questions will be used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency PLO2: "Evaluate accounting information based upon mastery of a common body of accounting knowledge"	Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO2.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale.	Findings for IM2 - Exit Survey	Exceeded	Exceeded				X		
Outcome 3	Analyze ethical issues within the accounting profession	DM1 - ACC695M Mastered - Ethics in Accounting Case	Direct - Student Artifact	This will be assessed in ACC 695M, the mastery course in the program for PLO3. An ethics case will be examined and analyzed by all students and prepared using guidelines from an assessment rubric contained in the course Blackboard shell.	80% of students to achieve "Competent" or above rating on the relevant criteria in the rubric which relates to PLO3.	85% of students to achieve "Competent" or above rating on the relevant criteria in the rubric which relates to PLO3.	Findings for DM1 - ACC695M Mastered - Ethics in Accounting Case	Exceeded	Exceeded					X	
	Analyze ethical issues within the accounting profession	DM2 - ACC651M Developed - Accounting Case	Direct - Student Artifact	Accounting Case related to ethics to be done by all students in ACC651M.	80% of students to achieve "Competent" or above rating on the relevant criteria in the rubric which relates to PLO3.	85% of students to achieve "Competent" or above rating on the relevant criteria in the rubric which relates to PLO3.	Findings for DM2 - ACC651M Developed - Accounting Case	Exceeded	Exceeded					X	
	Analyze ethical issues within the accounting profession	IM1 - Exit Survey	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One of the questions will be used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency PLO3 : "Analyze ethical issues within the accounting profession."	Acceptable: Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO3.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale.	Findings for IM1 - Exit Survey	Exceeded	Exceeded					X	
Outcome 4	Effectively conduct and present accounting research	DM1 - ACC695M Mastered - Deloitte Case 12-2 Recognize or Not	Direct - Student Artifact	This will be assessed in ACC 695M, the mastery course in the program for PLO4. Deloitte Case 12-2 "Recognize or Not" will be examined and analyzed by all students and prepared using guidelines from an assessment rubric contained in the course Blackboard shell.	80% of students to achieve "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO4.	85% of students to achieve "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO4.	Findings for DM1 - ACC695M Mastered - Deloitte Case 12-2 Recognize or Not	Exceeded	Approaching	X	X				X
	Effectively conduct and present accounting research	DM2 - ACC695M Mastered - Deloitte Case 12-8 Going Going Gone	Direct - Student Artifact	This will be assessed in ACC 695M, the mastery course in the program for PLO4. Deloitte Case 12-8 "Going Going Gone" will be examined and analyzed by all students and prepared using guidelines from an assessment rubric contained in the course Blackboard shell.	80% of students to achieve "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO4.	85% of students to achieve "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO4.	Findings for DM2 - ACC695M Mastered - Deloitte Case 12-8 Going Going Gone	Exceeded	Exceeded	X	X				X
	Effectively conduct and present accounting research	IM1 - Exit Survey	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One of the questions will be used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency PLO4: "Effectively conduct and present accounting research."	Acceptable: Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO4.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale.	Findings for IM1 - Exit Survey	Exceeded	Exceeded	X	X				X
Outcome 5	Critique international financial accounting standards as compared to Generally Accepted Accounting Principals (GAAP)	DM1 - ACC695M Mastered - Deloitte Case 12-2 Recognize or Not	Direct - Student Artifact	This will be assessed in ACC695. This case study will be examined and analyzed by all students. The case will be assessed using the attached assessment rubric which is embedded in each Blackboard shell.	80% of students to receive "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO5.	85% of students to receive "Proficient" or above rating on the relevant criteria in the rubric which relates to PLO5.	Findings for DM1 - ACC695M Mastered - Deloitte Case 12-2 Recognize or Not	Exceeded	Approaching				X		
	Critique international financial accounting standards as compared to Generally Accepted Accounting Principals (GAAP)	DM2 - Deloitte Case 13-2 Buck's Dilema - Program Learning Outcome No. 5. (PLO 5)	Direct - Student Artifact	This will be assessed in ACC612M. This is included as part of a signature assignment. The criteria related to international standards will be assessed using the attached assessment rubric which is embedded in each Blackboard shell.	80% of students to achieve "Correct Analysis" or above rating on the relevant criteria in the rubric which relates to PLO5	85% of students to achieve "Correct Analysis" or above rating on the relevant criteria in the rubric which relates to PLO5	Findings for DM2 - Deloitte Case 13-2 Buck's Dilema - Program Learning Outcome No. 5. (PLO 5)	Not Met	Moving Away				X		

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2018 Outcomes Assessment

Department	Program	Outcome	Outcome Statement	Measure	Type	Measure Description	Acceptable Target	Ideal Target	Findings	Result	Trend							
			Critique international financial accounting standards as compared to Generally Accepted Accounting Principals (GAAP)	Exit Survey - Indirect Measure - Program Learning Outcome No. 5 (PLO 5)	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 for all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One of the questions will be used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the following competency PLO5: Critique international financial accounting standards as compared to Generally Accepted Accounting Principals (GAAP)	Acceptable: Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them develop the competency covered by PLO5.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale.	Findings for Exit Survey - Indirect Measure - Program Learning Outcome No. 5 (PLO 5)	Exceeded	Exceeded				X			
		Outcome 6	Collaborate effectively as a team to enhance critical thinking	IM1 - PLO6 Exit Survey	Indirect - Survey	The Master of Accountancy (MAac) Exit Survey will be conducted by Office of Educational effectiveness and Accreditation (OEEA) in FY 2018 to all students completing the capstone class, ACC695. It is a 6-item survey. The objective is to gather information from students completing the capstone class related to their experiences in the MAac program at National University. One question will be used used for analysis: Please rate how strongly you agree that the Accountancy degree helped you develop the competency covered by PLO6: "Collaborate effectively as a team to enhance critical thinking."	Students to rate a mean of at least 4.00 out of 5.00 (or 80% out of 100%) on the Likert scale (with 1.00 for Strongly Disagree and 5.00 for Strongly Agree) to indicate the degree of their agreement that the Accountancy degree helped them in the development of the competency covered by PLO6.	Students to rate a mean of at least 4.25 out of 5.00 (or 85% out of 100%) on the Likert scale. development of the competencies covered by PLO6.	Findings for IM1 - PLO6 Exit Survey	Exceeded	Exceeded			X				X
			Collaborate effectively as a team to enhance critical thinking	PLO6 DM1 & DM2 Combined Group Project Case: 15-2 & 13-8 in 695M	Direct - Student Artifact	The group assignment is required for all students in ACC695M and students' performance will be assessed using a grading rubric. The cases to be assessed consist of: Case: 15-2 Burying the Hatchet ACC695M Case: 13-8 Deloitte case	80% of students to achieve "Exceptional" rating on the group project.	85% of students to achieve "Exceptional" rating on the group project.	Findings for PLO6 DM1 & DM2 Combined Group Project Case: 15-2 & 13-8 in 695M	Exceeded	Approaching			X				X
Department of Finance and Economics	Associate of Science in Business	Outcome 1	Describe the types of business organizations and their basic functions.	ECO 100 Portfolio	Direct - Student Artifact	Portfolios of student work in ECO 100	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 1.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 1	Findings for ECO 100 Portfolio	Exceeded	Approaching	X	X		X		X	
			Describe the types of business organizations and their basic functions.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the types of business organizations and their basic functions."	At least 90% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the types of business organizations and their basic functions."	Findings for Exit Survey	Not Met	Moving Away	X	X		X		X	
			Describe the types of business organizations and their basic functions.	MGT 309C Signature Assignment	Direct - Student Artifact	End of class signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 1.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 1.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded	X	X		X		X	
		Outcome 2	Describe the legal structure and tax implications of types of business organizations such as sole proprietorship, partnership and corporation.	ACC 201 Signature Assignment	Direct - Student Artifact	End of class signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 2.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 2.	Findings for ACC 201 Signature Assignment	Exceeded	Approaching	X	X			X	X	X
			Describe the legal structure and tax implications of types of business organizations such as sole proprietorship, partnership and corporation.	ECO 100 Portfolio	Direct - Student Artifact	Portfolios of student work in ECO 100	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 2.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 2.	Findings for ECO 100 Portfolio	Exceeded	Approaching	X	X			X	X	X
			Describe the legal structure and tax implications of types of business organizations such as sole proprietorship, partnership and corporation.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the legal structure and tax implications of types of business organizations such as sole proprietorship, partnership and corporation."	At least 90% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the legal structure and tax implications of types of business organizations such as sole proprietorship, partnership and corporation."	Findings for Exit Survey	Not Met	Moving Away	X	X			X	X	X
		Outcome 3	Explain the functions of basic management relating to planning and implementing an organization's strategic behavior.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the functions of basic management relating to planning and implementing an organization's strategic behavior."	At least 90% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the functions of basic management relating to planning and implementing an organization's strategic behavior."	Findings for Exit Survey	Not Met	Moving Away	X	X	X	X	X	X	X
			Explain the functions of basic management relating to planning and implementing an organization's strategic behavior.	MGT 309C Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 3.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 3.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded	X	X	X	X	X	X	X

	Outcome	Outcome Description	Measure	Method	Measure Detail	Criteria 1	Criteria 2	Findings	Result 1	Result 2							
		Explain the functions of basic management relating to planning and implementing an organization's strategic behavior.	MGT 309C Signature Assignment	Direct - Student Artifact	End of class signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 3.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 3.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded	X	X	X	X	X	X	X
	Outcome 4	Explain the changing nature of business in a global economy.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the changing nature of business in a global economy."	At least 90% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the changing nature of business in a global economy."	Findings for Exit Survey	Not Met	Moving Away	X		X			X	X
		Explain the changing nature of business in a global economy.	MGT 309C Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 4.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 4.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded	X		X			X	X
		Explain the changing nature of business in a global economy.	MKT 200 Signature Assignment	Direct - Student Artifact	End of course signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 4.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 4.	Findings for MKT 200 Signature Assignment	Exceeded	Approaching	X		X			X	X
	Outcome 5	Explain the basic accounting, finance, and management functions of business organizations.	ACC 202 Signature Assignment	Direct - Student Artifact	End of class signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 5.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 5.	Findings for ACC 202 Signature Assignment	Exceeded	Approaching	X	X			X	X	X
		Explain the basic accounting, finance, and management functions of business organizations.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the basic accounting, finance, and management functions of business organizations."	At least 90% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain the basic accounting, finance, and management functions of business organizations."	Findings for Exit Survey	Not Met	Moving Away	X	X			X	X	X
		Explain the basic accounting, finance, and management functions of business organizations.	FIN 310 Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 5.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 5.	Findings for FIN 310 Signature Assignment	Exceeded	Approaching	X	X			X	X	X
	Outcome 6	Explain how marketing decisions can help maximize profits.	Exit Survey	Indirect - Survey	Exit Survey	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain how marketing decisions can help maximize profits."	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Explain how marketing decisions can help maximize profits."	Findings for Exit Survey	Not Met	Moving Away	X	X		X		X	X
		Explain how marketing decisions can help maximize profits.	MGT 309C Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 6.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 6.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded	X	X		X		X	X
		Explain how marketing decisions can help maximize profits.	MKT 200 Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 6.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 6.	Findings for MKT 200 Signature Assignment	Exceeded	Approaching	X	X		X		X	X
	Outcome 7	Describe the legal and ethical issues surrounding the business community.	Exit Survey	Indirect - Survey	Exit Survey.	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the legal and ethical issues surrounding the business community."	At least 80% of graduating students the program will indicate that they Somewhat Agree or Strongly Agree that the AS in Business helped to develop the following competency: "Describe the legal and ethical issues surrounding the business community."	Findings for Exit Survey	Not Met	Moving Away		X	X	X	X	X	X
		Describe the legal and ethical issues surrounding the business community.	LAW 304 Signature Assignment	Direct - Student Artifact	End of class signature assignment	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 7.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 7.	Findings for LAW 304 Signature Assignment	Not Met	Moving Away		X	X	X	X	X	X
		Describe the legal and ethical issues surrounding the business community.	MGT 309C Signature Assignment	Direct - Student Artifact	End of course signature assignment.	At least 70% of students achieve adequate or admirable on relevant criteria aligned to PLO 7.	At least 90% of students achieve adequate or admirable on relevant criteria aligned to PLO 7.	Findings for MGT 309C Signature Assignment	Exceeded	Exceeded		X	X	X	X	X	X
Department of Finance and Economics — Bachelor of Business Administration	Outcome 1	Apply ethical and legal principles to a business environment	BBA alumni survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO1: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO1. Conducted on graduates from last 3 years.	At least 90% of graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO1.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.					X		X	X	X	

Outcome	PLO	Measure	Type	Description	Target	Benchmark	Findings	Result	Result							
	Apply ethical and legal principles to a business environment	BBA Comprehensive Exam	Direct - Exam	This is an exam provided Peregrine Academic Services. It is given in the capstone course for the BBA (BUS 480). The exam has multiple sections, covering all the required disciplines in the BBA. The section pertaining to business ethics will be used to assess this PLO.	50 percent of students achieve an average or above average on the Peregrine grading scale.	75 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	Findings for BBA Comprehensive Exam	Exceeded	Approaching	**X**		**X**	**X**	**X**		
	Apply ethical and legal principles to a business environment	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve PLO1: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO1.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO1.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Met	Approaching	**X**		**X**	**X**	**X**		
	Apply ethical and legal principles to a business environment	Signature Assignment in MGT 400	Direct - Student Artifact	Independent research paper in MGT 400 - Ethics in Law, Business, and Management. Instructors evaluate papers and submit results to management lead faculty.	At least 70% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on average or overall student performances	All students exceed standards (3.0 or above) based on grades awarded by NU instructors. Exceeding standards = 3.0 or above comes from NU grading system outlined in NU catalog.	Findings for Signature Assignment in MGT 400	Exceeded	Approaching	**X**		**X**	**X**	**X**		
Outcome 2	Demonstrate skills and knowledge in the areas of business math, economics, accounting, finance, and operations management needed to make sound business decisions	BBA alumni survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO2: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO2. To be conducted on graduates from last 3 years.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO2.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.				**X**		**X**		**X**	**X**	
	Demonstrate skills and knowledge in the areas of business math, economics, accounting, finance, and operations management needed to make sound business decisions	BBA Comprehensive Exam	Direct - Exam	This is an exam provided Peregrine Academic Services. It is given in the capstone course for the BBA (BUS 480). The exam has multiple sections, covering all the required disciplines in the BBA. The sections pertaining to business math, economics, accounting, finance and operations management will be used to assess this PLO.	50 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	75 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	Findings for BBA Comprehensive Exam	Exceeded	Approaching	**X**		**X**		**X**	**X**	
	Demonstrate skills and knowledge in the areas of business math, economics, accounting, finance, and operations management needed to make sound business decisions	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve PLO2: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO2.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO2.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Met	Approaching	**X**		**X**		**X**	**X**	
	Demonstrate skills and knowledge in the areas of business math, economics, accounting, finance, and operations management needed to make sound business decisions	BUS 480 Strategic Audit	Direct - Other	The strategic audit is a capstone project where students apply knowledge previously acquired in the program and synthetize it to analyze a business case study from a business holistic perspective. The strategic audit has five sections and we will use three of them to evaluate this PLO: Section 1 - Integration of prior course work: includes topics as accounting, economics, finance, business math, operations management, human resources, marketing and management. Section 2 - Comprehensiveness: includes EFAS, IFAS, SWOT analysis and for this reason it focuses in finance, economics and management Section 3 - Quality Analysis: includes marketing, economics, finance, business math and critical thinking skills.	At least 75% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on average or overall student performances. The average of sections 1, 2 and 3 will be used.	At least 90 % of students will achieve an "acceptable achievement or above" rating (2.0 or above) based on grades awarded by the instructor. The average of the three sections will be used.	Findings for BUS 480 Strategic Audit	Exceeded	Approaching	**X**		**X**		**X**	**X**	
Outcome 3	Apply knowledge in the fields of management, information systems, and marketing to different business environments	BBA alumni survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO3: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO3. Conducted on graduates from last 3 years.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO3.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.				**X**		**X**		**X**		
	Apply knowledge in the fields of management, information systems, and marketing to different business environments	BBA Comprehensive Exam	Direct - Exam	This is an exam provided Peregrine Academic Services. It is given in the capstone course for the BBA (BUS 480). The exam has multiple sections, covering all the required disciplines in the BBA. The sections pertaining to business management, information systems and marketing will be used to assess this PLO.	50 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	75 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	Findings for BBA Comprehensive Exam	Exceeded	Approaching	**X**		**X**		**X**		
	Apply knowledge in the fields of management, information systems, and marketing to different business environments	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve PLO3: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO3.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO3.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Exceeded	Approaching	**X**		**X**		**X**		
	Apply knowledge in the fields of management, information systems, and marketing to different business environments	BUS 480 Strategic Audit	Direct - Other	The strategic audit is a capstone project where students apply knowledge previously acquired in the program and synthetize it to analyze a business case study from a business holistic perspective. The strategic audit has five sections and we will use two of them to evaluate this PLO: Section 1 - Integration of prior course work: includes topics as accounting, economics, finance, business math, operations management, human resources, marketing and management. Section 3 - Quality Analysis: includes marketing, economics, finance, business math and critical thinking skills.	At least 75% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on average or overall student performances. The average of sections 1 and 3 will be used.	At least 90 % of students will achieve an "acceptable achievement or above" rating (2.0 or above) based on grades awarded by the instructor. The average of the two sections will be used.	Findings for BUS 480 Strategic Audit	Exceeded	Approaching	**X**		**X**		**X**		
Outcome 4	Apply the knowledge acquired in the program for the analysis of strengths, weaknesses, and potential improvements in a business.	BBA alumni survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO4: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO4. Conducted on graduates from last 3 years.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO4.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.				**X**	**X**		**X**	**X**	**X**	

Department	Program	Outcome	Outcome Description	Measure	Type	Description	Target (Acceptable)	Target (Ideal)	Findings	Result	Trend							
			Apply the knowledge acquired in the program for the analysis of strengths, weaknesses, and potential improvements in a business.	BBA Comprehensive Exam	Direct - Exam	This is an exam provided Peregrine Academic Services. It is given in the capstone course for the BBA (BUS 480). The exam has multiple sections, covering all the required disciplines in the BBA. The section pertaining to business integration and strategic management will be used to assess this PLO.	50 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	75 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	Findings for BBA Comprehensive Exam	Exceeded	Approaching	X	X			X	X	X	
			Apply the knowledge acquired in the program for the analysis of strengths, weaknesses, and potential improvements in a business.	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve the this specific PLO: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO4.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO4.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Met	Approaching	X	X			X	X	X	
			Apply the knowledge acquired in the program for the analysis of strengths, weaknesses, and potential improvements in a business.	BUS 480 Strategic Audit	Direct - Other	The strategic audit is a capstone project where students apply knowledge previously acquired in the program and synthetize it to analyze a business case study from a business holistic perspective. The strategic audit has five sections and we will use Section 2 to evaluate this PLO. Section 2 - Comprehensiveness: includes EFAS, IFAS, and SWOT analysis.	At least 75% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on average or overall student performances. The score of Section 2 will be used.	At least 90 % of students will achieve an "acceptable achievement or above" rating (2.0 or above) based on grades awarded by the instructor. The score of Section 2 will be used.	Findings for BUS 480 Strategic Audit	Exceeded	Approaching	X	X			X	X	X	
		Outcome 5	Demonstrate written, presentation and research skills expected of a business-school graduate	BBA Alumni Survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO5: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO5. Conducted on graduates from last 3 years.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO5.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.				X	X			X	X	X
			Demonstrate written, presentation and research skills expected of a business-school graduate	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve this PLOs: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO5.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO5.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Not Met	Approaching	X	X			X	X	X
			Demonstrate written, presentation and research skills expected of a business-school graduate	BUS 480 Strategic Audit	Direct - Other	The strategic audit is a capstone project where students apply knowledge previously acquired in the program and synthetize it to analyze a business case study from a business holistic perspective. The strategic audit has five sections and we will use Sections 4 and 5 to evaluate this PLO: Section 4 - Organization: it refers to sections and subsections clearly identifiable and their connections and flow. Section 5 - Writing Quality	At least 75% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on average or overall student performances. The average of sections 4 and 5 will be used.	At least 90 % of students will achieve an "acceptable achievement or above" rating (2.0 or above) based on grades awarded by the instructor. The average of sections 4 and 5 will be used.	Findings for BUS 480 Strategic Audit	Exceeded	Exceeded	X	X			X	X	X
			Demonstrate written, presentation and research skills expected of a business-school graduate	Course Assignment and Presentation MKT302A	Direct - Student Artifact	Grades for item 'Quality Writing' in the Final Project Week 4 rubric, and Presentation item in the weekly rubric for student presentations.	Initial target is for at least 70% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on grades awarded by instructor.	The ideal target is for at least 75% of students will achieve an "acceptable achievement" or above rating (2.0 or above) based on grades awarded by instructor.	Findings for Course Assignment and Presentation MKT302A	Exceeded	Exceeded	X	X			X	X	X
		Outcome 6	Develop a global business perspective based on the knowledge of foreign business environments and cultures.	BBA Alumni Survey	Indirect - Survey	Likert scale of alumni perception of achievement of PLO6: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO6. Conducted on graduates from last 3 years.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO6.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.				X				X	X	
			Develop a global business perspective based on the knowledge of foreign business environments and cultures.	BBA Comprehensive Exam	Direct - Exam	This is an exam provided Peregrine Academic Services. It is given in the capstone course for the BBA (BUS 480). The exam has multiple sections, covering all the required disciplines in the BBA. The section for Global Dimensions of Businesses will be used to assess this PLO.	50 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	75 percent of students achieve an average score or above based on the Peregrine suggested grading scale.	Findings for BBA Comprehensive Exam	Exceeded	Approaching	X				X	X	
			Develop a global business perspective based on the knowledge of foreign business environments and cultures.	BBA Exit Survey	Indirect - Survey	Survey asking graduates of the BBA how the program helped them achieve this PLO: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO6.	At least 90% of the graduates will indicate that they somehow Agree or Strongly Agree with the item: Please rate how strongly you agree or disagree the BBA degree helped you develop the competencies indicated in PLO6.	All respondents agree or strongly agree that the BBA helps to achieve this PLO.	Findings for BBA Exit Survey	Not Met	Moving Away	X				X	X	
			Develop a global business perspective based on the knowledge of foreign business environments and cultures.	Signature Assignment in MGT 430	Direct - Student Artifact	Independent research paper in MGT 430 - Survey of Global Business. Instructors evaluate papers and submit results to management lead faculty.	Initial target is for at least 70% of students meeting standards (2.0 or above) based on grades awarded by instructors. Meeting standards = 2.0 or above comes from NU grading system outlined in NU catalog.	All students exceed standards (3.0 or above) based on grades awarded by NU instructors. Exceeding standards = 3.0 or above comes from NU grading system outlined in NU catalog.	Findings for Signature Assignment in MGT 430	Exceeded	Approaching	X				X	X	
Department of Finance and Economics	Bachelor of Science in Financial Management	Outcome 1	Explain the financial objectives of an organization and apply quantitative, qualitative and problem-solving skills in order to achieve those objectives.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching			X			X	
			Explain the financial objectives of an organization and apply quantitative, qualitative and problem-solving skills in order to achieve those objectives.	FIN310, FIN440, and FIN442 Exams	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN310, FIN440, and FIN442 Exams	Met	Approaching			X			X	

Department / Program	Outcome	Outcome Statement	Measure	Method	Method Description	Acceptable Target	Ideal Target	Findings	Conclusion	Trend	col1	col2	col3	col4	col5	col6	col7
		Explain the financial objectives of an organization and apply quantitative, qualitative and problem-solving skills in order to achieve those objectives.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching			X			X	
	Outcome 2	Describe ethical, legal, and global issues that impact an organization's financial position.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching				X	X	X	
		Describe ethical, legal, and global issues that impact an organization's financial position.	FIN310, FIN446, and FIN453 Exams	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN310, FIN446, and FIN453 Exams	Met	Approaching				X	X	X	
		Describe ethical, legal, and global issues that impact an organization's financial position.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching				X	X	X	
	Outcome 3	Discuss the theoretical and practical aspects of corporate finance.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching			X			X	
		Discuss the theoretical and practical aspects of corporate finance.	FIN310 and FIN455 Exams	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN310 and FIN455 Exams	Exceeded	Approaching			X			X	
		Discuss the theoretical and practical aspects of corporate finance.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching			X			X	
	Outcome 4	Explain the structure and operation of financial markets domestically and internationally.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching			X		X		
		Explain the structure and operation of financial markets domestically and internationally.	FIN440 and FIN446 Exams	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN440 and FIN446 Exams	Met	Approaching			X		X		
		Explain the structure and operation of financial markets domestically and internationally.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching			X		X		
	Outcome 5	Demonstrate oral and written communication skills needed by financial managers.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching	X	X					
		Demonstrate oral and written communication skills needed by financial managers.	FIN447 Exam	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN447 Exam	Not Met	Moving Away	X	X					
		Demonstrate oral and written communication skills needed by financial managers.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching	X	X					
	Outcome 6	Examine the financial position of an organization and make financial decisions.	Capstone Project FIN 456	Direct - Student Artifact	Students are expected to complete the Business Plan with a strong emphasis on financial analysis.	For students to achieve a score of at least 75% in this signature assignment project.	For students to achieve a score of at least 85% in this signature assignment project.	Findings for Capstone Project FIN 456	Exceeded	Approaching			X			X	X
		Examine the financial position of an organization and make financial decisions.	FIN442 and FIN455 Exams	Direct - Student Artifact	Students will take exams on the completion of the courses.	At least 70% of the students will achieve a minimum of 75% score in the exams.	All of the students will achieve a minimum of 75% score in the exams.	Findings for FIN442 and FIN455 Exams	Met	Approaching			X			X	X
		Examine the financial position of an organization and make financial decisions.	Focus Group	Indirect - Focus Group	At least 80% of the students will be satisfied with the program.	At least 80% of the students will be satisfied with the program.	All of the students will be satisfied with the program.	Findings for Focus Group	Exceeded	Approaching			X			X	X
Department of Leadership and Human Resource Management — Bachelor of Science in Organizational Leadership	Outcome 1	Develop a personal leadership approach.	Alumni Survey	Indirect - Survey	General Information about the Survey. Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey									
		Develop a personal leadership approach.	BSOL Program Comprehensive Final Exam	Direct - Other		At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 1.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 1.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded							
		Develop a personal leadership approach.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded							
		Develop a personal leadership approach.	End of Program Exit Survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	Acceptable Target: That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO.	An average of 4.50 or more would be ideal for this measure.	Findings for End of Program Exit Survey	Exceeded	Exceeded							
	Outcome 2	Identify challenges and advantages of diverse groups in organizations within a global environment.	Alumni Survey	Indirect - Survey	General Information about the Survey. Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."										
		Identify challenges and advantages of diverse groups in organizations within a global environment.	BSOL Program Comprehensive Final Exam	Direct - Exam	At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 2.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 2.		Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded							

Outcome	Measure	Type	Details/Description	Target	Acceptable Target	Findings	Status	Status
	Identify challenges and advantages of diverse groups in organizations within a global environment.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded
	Identify challenges and advantages of diverse groups in organizations within a global environment.	End of Program Exit Survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	Acceptable Target: That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO.	An average of 4.50 or more would be ideal for this measure.	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 3	Analyze negotiating styles of leaders, and compare and contrast the concepts of leadership and power.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: Recent Program completers Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey		
	Analyze negotiating styles of leaders, and compare and contrast the concepts of leadership and power.	BSOL Program Comprehensive Final Exam	Direct - Exam		At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 3.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 3.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded
	Analyze negotiating styles of leaders, and compare and contrast the concepts of leadership and power.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded
	Analyze negotiating styles of leaders, and compare and contrast the concepts of leadership and power.	End of Program Exit Survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	Acceptable Target: That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO.	An average of 4.50 or more would be ideal for this measure.	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 4	Examine the strategies leaders use to motivate and evaluate members of groups and teams.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."			
	Examine the strategies leaders use to motivate and evaluate members of groups and teams.	BSOL Program Comprehensive Final Exam	Direct - Exam	At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 4.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 4.		Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded
	Examine the strategies leaders use to motivate and evaluate members of groups and teams.	BSOL Program Comprehensive Final Exam	Direct - Exam	As detailed in PLO #2	At least 60% of graduating seniors in the BSOL Program will achieve "acceptable" or above.	All graduating seniors will score at least 70% on the comprehensive final exam.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded
	Examine the strategies leaders use to motivate and evaluate members of groups and teams.	End of Program Exit Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Exit Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 6-item survey	At least 80% of graduating students the program will indicate that they are "satisfied."	At least 90% of graduating students the program will indicate that they are "satisfied."	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 5	Evaluate the ethical implications of leadership decisions and strategies.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey		
	Evaluate the ethical implications of leadership decisions and strategies.	BSOL Program Comprehensive Final Exam	Direct - Exam	At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 5.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 5.		Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded

Outcome	Measure	Measure Type	Measure Description	Details/Target	Acceptable/Ideal Target	Findings	Result	Result
	Evaluate the ethical implications of leadership decisions and strategies.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded
	Evaluate the ethical implications of leadership decisions and strategies.	End of Program Exit Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Exit Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 6-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they are "satisfied."	At least 90% of graduating students the program will indicate that they are "satisfied."	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 6	Compare and analyze strategies and frameworks used by leaders to make decisions and initiate change within organizations.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey		
	Compare and analyze strategies and frameworks used by leaders to make decisions and initiate change within organizations.	BSOL Program Comprehensive Final Exam	Direct - Exam		At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 6.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 6.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded
	Compare and analyze strategies and frameworks used by leaders to make decisions and initiate change within organizations.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded
	Compare and analyze strategies and frameworks used by leaders to make decisions and initiate change within organizations.	End of Program Exit Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Exit Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 6-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they are "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 7	Explain how the classic studies have informed the understanding and application of leadership and organizational theory.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey		
	Explain how the classic studies have informed the understanding and application of leadership and organizational theory.	BSOL Program Comprehensive Final Exam	Direct - Exam		At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 7.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 7.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded
	Explain how the classic studies have informed the understanding and application of leadership and organizational theory.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded
	Explain how the classic studies have informed the understanding and application of leadership and organizational theory.	End of Program Exit Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Exit Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 6-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they are "satisfied."	At least 90% of graduating students in the program will indicate that they are "satisfied."	Findings for End of Program Exit Survey	Exceeded	Exceeded
Outcome 8	Communicate orally and in writing using proper business communication formats.	Alumni Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Alumni Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 9-item survey Distribution: Qualtrics	At least 80% of graduating students in the program will indicate that they were "satisfied."	At least 90% of graduating students in the program will indicate that they were "satisfied."	Findings for Alumni Survey		

Department	Program	PLO	Outcome	Measure	Method	Details/Description	Acceptable Target	Ideal Target	Findings	Result	Result 2	C1	C2	C3	C4
			Communicate orally and in writing using proper business communication formats.	BSOL Program Comprehensive Final Exam	Direct - Exam		At least 85% of graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 8.	All graduating students in the BSOL program will achieve acceptable or above on relevant criteria aligned to PLO 8.	Findings for BSOL Program Comprehensive Final Exam	Exceeded	Exceeded				
			Communicate orally and in writing using proper business communication formats.	BSOL Program LED 490 Signature Assignment	Direct - Other	Signature Assignment doc located in additional info section.	Details/Description: LED 490 Comprehensive Final Exam document located under "additional information." Acceptable Target: At least 85% of graduating students in the BSOL program will achieve acceptable or above.	All graduating students in the BSOL program will achieve acceptable or above.	Findings for BSOL Program LED 490 Signature Assignment	Exceeded	Exceeded				
			Communicate orally and in writing using proper business communication formats.	End of Program Exit Survey	Indirect - Survey	General Information about the Survey Title: Bachelor of Science in Organizational Leadership Exit Survey Purpose: To gather information from students related to their experiences at National University. Originator: BSOL Program Lead Data Collection Population: All recent program completers. Source: E-mail list provided by SOAR Instrument: 6-item survey Distribution: Qualtrics	At least 80% of graduating students the program will indicate that they are "satisfied."	At least 90% of graduating students the program will indicate that they are "satisfied."	Findings for End of Program Exit Survey	Exceeded	Exceeded				
Department of Leadership and Human Resource Management	Master of Arts in Cause Leadership														
Department of Leadership and Human Resource Management	Master of Arts in Human Resource Management	PLO1	Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the progam.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation."	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation."	Findings for Exit Survey	Exceeded	Exceeded	X			
			Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation.	Signature Assignment - HRM 637	Direct - Other	Signature Assignment to be utilized in HRM637. Rubric will be used to analyze students' portfolios and evaluate students' development of ideas, critical thinking skills, writing skills, and use of resources.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 1.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 1.	Findings for Signature Assignment - HRM 637	Exceeded	Approaching	X			
			Complete a job analysis of a specific job to be used for recruiting, selection, performance appraisal, training, and compensation.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 1.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 1.	Findings for Signature Assignment HRM 670	Exceeded	Exceeded	X			
		PLO2	Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the progam.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization."	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization."	Findings for Exit Survey	Exceeded	Exceeded		X		
			Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization.	Signature Assignment - HRM 637	Direct - Other	Signature Assignment to be utilized in HRM637. Rubric will be used to analyze students' portfolios and evaluate students' development of ideas, critical thinking skills, writing skills, and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 2.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 2.	Findings for Signature Assignment - HRM 637	Exceeded	Exceeded		X		
			Develop a recruiting plan and design a selection process for recruiting, interviewing, and selecting candidates for employment for jobs within an organization.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 2.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 2.	Findings for Signature Assignment HRM 670	Exceeded	Exceeded		X		
		PLO3	Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the progam.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals."	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals."	Findings for Exit Survey	Exceeded	Exceeded			X	
			Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals.	Signature Assignment - ODV 606	Direct - Other	Signature Assignment to be utilized in ODV606. Rubric will be used to analyze students' portfolios and evaluate students' development of ideas, critical thinking skills, writing skills, and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 3.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 3.	Findings for Signature Assignment - ODV 606	Exceeded	Approaching			X	
			Conduct a needs assessment and design a training program for current employees on a specific topic related to organizational goals.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 3.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 3.	Findings for Signature Assignment HRM 670	Exceeded	Exceeded			X	
		PLO4	Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill acquisition.	Assignment in HRM 667	Direct - Student Artifact	Signature Assignment for PLO4 to be utilized in HRM667. Rubric will be used to analyze students' compensation plan and evaluate development of ideas, critical thinking skills, writing skills, and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 4.	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 4.	Findings for Assignment in HRM 667	Met	Approaching				X

Department	Program	Outcome	Outcome Description	Measure	Type	Description	Benchmark (80%)	Benchmark (85/90%)	Findings	Result 1	Result 2								
			Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill acquisition.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the program.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill	Findings for Exit Survey	Exceeded	Exceeded					X		
			Assess benefits relevant to the employee population and organizational structure, and formulate a compensation system based upon merit, knowledge, and skill acquisition.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 4	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 4	Findings for Signature Assignment HRM 670	Exceeded	Exceeded					X		
		PLO5	Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues).	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the program.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues."	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues."	Findings for Exit Survey	Exceeded	Exceeded						X	
			Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues).	HRM 633A Signature Assignment	Direct - Student Artifact	Signature Assignment to be utilized in HRM633A. Rubric to be used to analyze students' labor negotiations contract and evaluate the development of ideas, critical thinking skill, writing skills, and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 5	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 5	Findings for HRM 633A Signature Assignment	Exceeded	Approaching						X	
			Assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues).	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 5	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 5	Findings for Signature Assignment HRM 670	Exceeded	Exceeded						X	
		PLO6	Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the program.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process."	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process."	Findings for Exit Survey	Exceeded	Exceeded							X
			Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 6	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 6	Findings for Signature Assignment HRM 670	Exceeded	Exceeded							X
			Develop a consulting proposal and course of action for an organization regarding a particular organizational challenge and/or change process.	Signature Assignment ODV600	Direct - Student Artifact	Signature Assignment to be utilized in ODV600. Rubric will be used to analyze students' consulting proposal and evaluate development of ideas, critical thinking skills, writing skills, and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 6	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 6	Findings for Signature Assignment ODV600	Exceeded	Approaching							X
		PLO7	Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the workplace.	Exit Survey	Indirect - Survey	Exit survey gathering overall student satisfaction with the program.	80% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the	85% or more of students will Agree or Strongly Agree that the Human Resources program helped them to develop the following competency: "Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the	Findings for Exit Survey	Exceeded	Exceeded							X
			Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the workplace.	PLO7	Direct - Student Artifact	Signature Assignment to be utilized in HRM630. Rubric will be used to analyze students' case study and evaluate development of ideas, critical thinking skills, writing skills and use of resources.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 7	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 7	Findings for PLO7	Exceeded	Exceeded							X
			Recognize, analyze, and effectively address ethical, legal, and safety challenges faced in the workplace.	Signature Assignment HRM 670	Direct - Student Artifact	Capstone project that demonstrates meeting or exceeding standards required for all PLOs.	80% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 7	85% or more of students will Meet Standards or Exceed Standards on relevant content criteria aligned to PLO 7	Findings for Signature Assignment HRM 670	Exceeded	Exceeded							X
Department of Leadership and Human Resource Management	Master of Science in Business Analytics	Outcome 1	Analyze components of data and analytics environment.	Capstone project and presentation BAN 660	Direct - Student Artifact	Assessment of students' final project in this course.	80% of students will score acceptable or better relevant criteria mapped to PLO 1.	90% of students will score acceptable or better on relevant criteria mapped to PLO 1.	Findings for Capstone project and presentation BAN 660			X	X	X	X	X	X	X
			Analyze components of data and analytics environment.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey			X	X	X	X	X	X	X

Outcome	Outcome Description	Measure	Type	Description	Criterion (80%)	Criterion (90%)	Findings	Result 1	Result 2	C1	C2	C3	C4	C5	C6	C7
	Analyze components of data and analytics environment.	Final project and presentation in BAN 640	Direct - Student Artifact	Signature Assignment in BAN 640	80% of students will score acceptable or better relevant criteria mapped to PLO 1.	90% of students will score acceptable or better on relevant criteria mapped to PLO 1.	Findings for Final project and presentation in BAN 640	Exceeded	Approaching	X	X	X	X	X	X	X
Outcome 2	Evaluate methods and technologies to organize and normalize data for use in statistical analysis.	BAN 640 - Final Project	Direct - Other	BAN 640 -Performance Management and Supply Chain Management process.	80% of students will score acceptable or better relevant criteria mapped to PLO 2.	90% of students will score acceptable or better on relevant criteria mapped to PLO 2.	Findings for BAN 640 - Final Project	Exceeded	Approaching		X	X		X	X	
	Evaluate methods and technologies to organize and normalize data for use in statistical analysis.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey				X	X		X	X	
	Evaluate methods and technologies to organize and normalize data for use in statistical analysis.	Signature Assignment in BAN 660	Direct - Other		80% of students will score acceptable or better relevant criteria mapped to PLO 2.	90% of students will score acceptable or better on relevant criteria mapped to PLO 2.	Findings for Signature Assignment in BAN 660				X	X		X	X	
Outcome 3	Construct data files and statistical models to find patterns for competitive decision making.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey	Exceeded	Approaching	X		X		X	X	
	Construct data files and statistical models to find patterns for competitive decision making.	Final Project in BAN 640	Direct - Other	Final Project in BAN 640	80% of students will score acceptable or better relevant criteria mapped to PLO 3.	90% of students will score acceptable or better on relevant criteria mapped to PLO 3.	Findings for Final Project in BAN 640	Exceeded	Approaching	X		X		X	X	
	Construct data files and statistical models to find patterns for competitive decision making.	Final Project in BAN 660	Direct - Other	Final Project in BAN 660	80% of students will score acceptable or better relevant criteria mapped to PLO 3.	90% of students will score acceptable or better on relevant criteria mapped to PLO 3.	Findings for Final Project in BAN 660			X		X		X	X	
Outcome 4	Design an analytical model to forecast prices based on the previous data patterns.	Design and use a data mining models for forecasting in final project in BAN 640.	Direct - Other	Design and use a data mining models for forecasting in final project in BAN 640	80% of students will score acceptable or better relevant criteria mapped to PLO 4.	90% of students will score acceptable or better on relevant criteria mapped to PLO 4.	Findings for Design and use a data mining models for forecasting in final project in BAN 640.	Exceeded	Approaching	X		X		X	X	X
	Design an analytical model to forecast prices based on the previous data patterns.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey			X		X		X	X	X
	Design an analytical model to forecast prices based on the previous data patterns.	Final Project in BAN 660	Direct - Other	BAN 660 is the capstone course in the program.	80% of students will score acceptable or better relevant criteria mapped to PLO 4.	90% of students will score acceptable or better on relevant criteria mapped to PLO 4.	Findings for Final Project in BAN 660			X		X		X	X	X
Outcome 5	Apply security, privacy and ethical measures using data and analytical models to improve organizations' due diligence.	Assignment in BAN 655-using Splunk software to parse log file data.	Direct - Other	Assignment in BAN 655-using Splunk software to parse log file data.	80% of students will score acceptable or better relevant criteria mapped to PLO 5.	90% of students will score acceptable or better on relevant criteria mapped to PLO 5.	Findings for Assignment in BAN 655-using Splunk software to parse log file data.			X		X		X	X	
	Apply security, privacy and ethical measures using data and analytical models to improve organizations' due diligence.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey			X		X		X	X	
	Apply security, privacy and ethical measures using data and analytical models to improve organizations' due diligence.	Final Project in BAN 660	Direct - Other	Final Project in BAN 660	80% of students will score acceptable or better relevant criteria mapped to PLO 5.	90% of students will score acceptable or better on relevant criteria mapped to PLO 5. Written capstone project report scored using a rubric	Findings for Final Project in BAN 660			X		X		X	X	
Outcome 6	Utilize previous financial data to predict future effects.	Utilize financial model in final project, BAN 650	Direct - Other	Utilize financial model in final project, BAN	80% of students will score acceptable or better relevant criteria mapped to PLO 6.	90% of students will score acceptable or better on relevant criteria mapped to PLO 6.	Findings for Utilize financial model in final project, BAN 650				X	X	X	X	X	
	Utilize previous financial data to predict future effects.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey				X	X	X	X	X	
	Utilize previous financial data to predict future effects.	Final Exam in BAN 650	Direct - Other	Final Exam in BAN 650	80% of students will score acceptable or better relevant criteria mapped to PLO 6.	90% of students will score acceptable or better on relevant criteria mapped to PLO 6.	Findings for Final Exam in BAN 650				X	X	X	X	X	

Department	Program	Outcome	Outcome Description	Measure	Type	Measure Description	Target (Met)	Target (Exceeded)	Findings	Result	Result 2							
		Outcome 7	Apply the appropriate data model to analyze the performance of supply chain processes.	Use of analytics in the SCM environment in final project BAN 640	Direct - Other	Use of Analytics in the SCM environment in final project BAN 640	80% of students will score acceptable or better on relevant criteria mapped to PLO 7.	90% of students will score acceptable or better on relevant criteria mapped to PLO 7.	Findings for Use of analytics in the SCM environment in final project BAN 640	Exceeded	Approaching		X	X	X	X	X	
			Apply the appropriate data model to analyze the performance of supply chain processes.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey				X	X	X	X	X	
			Apply the appropriate data model to analyze the performance of supply chain processes.	Final Project in BAN 640	Direct - Other	Final Project in BAN 640	80% of students will score acceptable or better on rubric.	90% of students will score acceptable or better on rubric.	Findings for Final Project in BAN 640	Exceeded	Approaching		X	X	X	X	X	
		Outcome 8	Construct analytical models to business data to achieve targeted results.	Use of analytics in the Finance in final project BAN 650	Direct - Other		80% of students will score acceptable or better relevant criteria mapped to PLO 8.	90% of students will score acceptable or better on relevant criteria mapped to PLO 8.	Findings for Use of analytics in the Finance in final project BAN 650				X	X		X	X	
			Construct analytical models to business data to achieve targeted results.	Exit Survey	Indirect - Survey	Survey developed in conjunction with EEA	80% of students will report agreement with understanding and development of skills of PLO or better on the survey.	90% of students will report agreement with understanding and development of skills of PLO or better on the survey.	Findings for Exit Survey				X	X		X	X	
			Construct analytical models to business data to achieve targeted results.	Final Project in BAN 660	Direct - Other	Final Project in BAN 660	80% of students will score acceptable or better on relevant criteria mapped to PLO 8.	90% of students will score acceptable or better on relevant criteria mapped to PLO 8.	Findings for Final Project in BAN 660				X	X		X	X	
Department of Leadership and Human Resource Management	Master of Science in Organizational Leadership	PLO1	Distinguish between multiple approaches to exercising leadership to promote innovation and confront complex issues within organizations.	Culminating assignment on leadership concepts, theory and application.	Direct - Other	Graded using rubric	At least 75% of assessed students in the MSOL program will score satisfactory/acceptable or better.	At least 85% of assessed students in the MSOL program will achieve satisfactory/acceptable or better.	Findings for Culminating assignment on leadership concepts, theory and application.	Exceeded	Approaching	X						
			Distinguish between multiple approaches to exercising leadership to promote innovation and confront complex issues within organizations.	Exit Survey	Indirect - Survey	From the most recent Graduate survey data of 2017/18, graduates responded to the question; How strongly do you agree or disagree that the Organizational Leadership degree helped you develop the following competencies?	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO#1. An average of 4.50 or more would be ideal for this measure.	That students would perceive mastery of PLO#1, and indicate an average of 4.50 or higher.	Findings for Exit Survey	Met	Approaching	X						
		PLO2	Interpret organizational dynamics, group dynamics and engage in systems thinking in order to promote the development of a learning organization capable of innovation, adaptation, and orchestrating conflict.	Exit survey	Indirect - Survey	Likert type scale. Administered by OEEA to students completing the program.	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO# 2. An average of 4.50 or more would be ideal for this measure.	At least 80% of assessed students in the MSOL program will indicate satisfied or above in the development of the competencies indicated in PLO# 2.	Findings for Exit survey	Met	Exceeded		X					
			Interpret organizational dynamics, group dynamics and engage in systems thinking in order to promote the development of a learning organization capable of innovation, adaptation, and orchestrating conflict.	Small group project on assessing org. culture and climate	Direct - Other	Students will apply concepts and theories in an essay assignment in order to assess their ability to synthesize and evaluate group theory as described in PLO# 2	For this measure, at least 75% of students would receive a score of 75/100, or higher based on a scoring rubric for the assignment.	For this measure, at least 85% of student would receive a score of 75/100 or higher based on a scoring rubric for assignment.	Findings for Small group project on assessing org. culture and climate	Exceeded	Approaching		X					
		PLO3	Evaluate ethical issues and aid organizational members in creating ethical culture appropriate to the organizational and/or global environment that supports operating in environments of diversity, uncertainty and unpredictability.	Exit survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO#3. An average of 4.50 or more would be ideal for this measure.	At least 80% of assessed students in the MSOL program will indicate satisfied or above in the development of the competencies indicated in PLO#3.	Findings for Exit survey	Met	Approaching			X				
			Evaluate ethical issues and aid organizational members in creating ethical culture appropriate to the organizational and/or global environment that supports operating in environments of diversity, uncertainty and unpredictability.	Paper assignment on ethics, leadership, theory and application.	Direct - Other	Graded using rubric	At least 75% of assessed students in the MSOL program will score satisfactory/acceptable or better.	At least 85% of assessed students in the MSOL program will achieve satisfactory/acceptable or better.	Findings for Paper assignment on ethics, leadership, theory and application.	Met	Approaching			X				
		PLO4	Distinguish between the functions of authority and the understanding of leadership and power and be able to apply diverse leadership skills, utilize frameworks in order to serve organizational purposes.	Exit survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO# 4. An average of 4.50 or more would be ideal for this measure.	At least 75% of assessed students in the MSOL program will indicate satisfied or above in the development of the competencies indicated in PLO#4.	Findings for Exit survey	Met	Approaching				X			
			Distinguish between the functions of authority and the understanding of leadership and power and be able to apply diverse leadership skills, utilize frameworks in order to serve organizational purposes.	Final Course Paper	Direct - Other	Final Course paper assignment to include analysis of leadership/power, culture, diversity, and conflict in a case of mergers and acquisitions.	75% of students receive the equivalent of a C+ or better on the final paper assignment.	85% of students receive the equivalent of a B or better on the final paper assignment.	Findings for Final Course Paper	Exceeded	Approaching				X			
		PLO6	Utilize dialogue and other forms of inquiry with groups and teams in order to create collective problem solving and strategic plans.	Exit Survey	Indirect - Survey	From the most recent Alumni survey data, graduates responded to the question; What are the strengths of the program or curriculum?	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO# 6. An average of 4.50 or more would be ideal for this measure.	That students would perceive mastery of PLO# 6.	Findings for Exit Survey	Met	Approaching						X	
			Utilize dialogue and other forms of inquiry with groups and teams in order to create collective problem solving and strategic plans.	Reflection paper on leadership practice and the use of dialogue	Direct - Other	Graded using rubric	At least 75% of assessed students in the MSOL program will achieve satisfactory/acceptable or above.	At least 85% of assessed students in the MSOL program will achieve satisfactory/acceptable or above.	Findings for Reflection paper on leadership practice and the use of dialogue	Exceeded	Approaching						X	

Department	Program	PLO/Outcome	Outcome	Measure	Type	Description	Acceptable Target	Ideal Target	Findings	Met	Approaching							
		PLO8	Identify quality scholarship and research and demonstrate the potential application of emerging leadership theory and knowledge to real world scenarios and simulations.	Exit Survey	Indirect - Survey	From the most recent Alumni survey data, graduates responded to the question; Do you agree the program helped you to develop the concepts of PLO 8?	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO# 8. An average of 4.50 or more would be ideal for this measure.	That students would perceive mastery of PLO# 8.	Findings for Exit Survey	Met	Approaching							
			Identify quality scholarship and research and demonstrate the potential application of emerging leadership theory and knowledge to real world scenarios and simulations.	Signature assignment	Direct - Other	Students will apply concepts and theories in an essay assignment in order to assess their ability to synthesize and evaluate group theory as described in this PLO.	Acceptable Target : For this measure, at least 75% of students would receive a score of B+, or higher based on a scoring rubric for the assignment.	Ideal Target : For this measure, at least 85% of student would receive a score of B+ or higher based on a scoring rubric for assignment.	Findings for Signature assignment	Met	Approaching							
		PLO9	Integrate knowledge and skills from multiple disciplines in order to utilize critical thinking, synthesize information, manage conflict, and create collective problem solving capacity.	End of program capstone project	Direct - Other	Graded using rubric.	At least 85% of graduating students in the MSOL program will achieve acceptable or above.	90% of graduating students in the MSOL program will achieve acceptable or above.	Findings for End of program capstone project	Exceeded	Exceeded							
			Integrate knowledge and skills from multiple disciplines in order to utilize critical thinking, synthesize information, manage conflict, and create collective problem solving capacity.	Exit survey	Indirect - Survey	Likert type scale. Administered by the Office of Institutional Research to students completing the program.	That recent graduates will indicate agree or strongly agree with satisfaction of at least 4.50 for PLO# 9. An average of 4.50 or more would be ideal for this measure.	At least 80% of assessed students in the MSOL program will indicate satisfied or above in the development of the competencies indicated in PLO#9.	Findings for Exit survey	Met	Approaching							
Department of Management and Marketing	Bachelor of Arts in Integrated Marketing Communication	Outcome 1	Apply appropriate theoretical precepts and practical skills in communication.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for the E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Not Met	Moving Away	X	X	X	X	X	X	X
			Apply appropriate theoretical precepts and practical skills in communication.	MKT 480 Signature Assignment	Direct - Other	Capstone Project . To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio using a free registration. in Linkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Met	Approaching	X	X	X	X	X	X	X
			Apply appropriate theoretical precepts and practical skills in communication.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. Your journal should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Apply appropriate theoretical precepts and practical skills in communication."	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Apply appropriate theoretical precepts and practical skills in communication."	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded	X	X	X	X	X	X	X
		Outcome 2	Demonstrate effective communication skills consistent with a professional marketing environment.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for th E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO	At least 85% of students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO	Findings for E portfolio	Met	Approaching	X	X	X	X	X	X	X
			Demonstrate effective communication skills consistent with a professional marketing environment.	MKT 480 Signature Assignment	Direct - Other	Capstone Project .To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio inkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Met	Approaching	X	X	X	X	X	X	X
			Demonstrate effective communication skills consistent with a professional marketing environment.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, students will download the reflective journal template from Doc Sharing. Your journal should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Demonstrate effective communication skills consistent with a professional marketing environment.	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Demonstrate effective communication skills consistent with a professional marketing environment.	Findings for Reflective Journal in MKT 480	Met	Approaching	X	X	X	X	X	X	X

Outcome	Outcome Description	Measure	Type	Description	Target (Direct)	Target (Indirect)	Findings	Result 1	Result 2	C1	C2	C3	C4	C5	C6	C7
Outcome 3	Develop a strategic communication program, gathering and utilizing data from the conduct of appropriate market research.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for the E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Met	Approaching	X		X			X	X
	Develop a strategic communication program, gathering and utilizing data from the conduct of appropriate market research.	MKT 480 Signature Assignment	Direct - Student Artifact	To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio using a free registration. inLinkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Signature Assignment in Capstone Course.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Met	Approaching	X		X			X	X
	Develop a strategic communication program, gathering and utilizing data from the conduct of appropriate market research.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. You complete the journal template which should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Develop a strategic communication program, gathering and utilizing data from the conduct of appropriate market research.	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Develop a strategic communication program, gathering and utilizing data from the conduct of appropriate market research.	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded	X		X			X	X
Outcome 4	Evaluate global marketing strategies for products and services, utilizing contemporary buyer behavior	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for th E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Exceeded	Exceeded		X	X		X		
	Evaluate global marketing strategies for products and services, utilizing contemporary buyer behavior	MKT 480 Signature Assignment	Direct - Other	To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio using a free registration. in Linkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Met	Approaching		X	X		X		
	Evaluate global marketing strategies for products and services, utilizing contemporary buyer behavior	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. You complete the journal template which should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Evaluate global marketing products and services, utilizing contemporary buyer behavior	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Evaluate global marketing products and services, utilizing contemporary buyer behavior	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded		X	X		X		
Outcome 5	Apply persuasion theory to the development of media messages.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for th E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Exceeded	Exceeded	X	X	X	X	X	X	
	Apply persuasion theory to the development of media messages.	MKT 480 Signature Assignment	Direct - Other	Capstone Project. To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your /Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Met	Approaching	X	X	X	X	X	X	
	Apply persuasion theory to the development of media messages.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. You complete the journal template which should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Apply persuasion theory to the development of media messages	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Apply persuasion theory to the development of media messages	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded	X	X	X	X	X	X	

	Outcome	Outcome Statement	Measure	Type	Description	Target (80%)	Target (85%/90%)	Findings	Result 1	Result 2		X1	X2	X3	X4	X5	
	Outcome 6	Develop multi-platform, multi-public message disseminations plans.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for th E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Exceeded	Exceeded		X	X	X		X	
		Develop multi-platform, multi-public message disseminations plans.	MKT 480 Signature Assignment	Direct - Other	To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio using a free registration. in Linkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Exceeded	Exceeded		X	X	X		X	
		Develop multi-platform, multi-public message disseminations plans.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. You complete the journal template which should tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Develop multi-platform, multi-public message dissemination plans	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Develop multi-platform, multi-public message dissemination plans	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded		X	X	X		X	
	Outcome 7	Integrate program content to develop a basic marketing plan that contains all essential elements, including ethical considerations.	E portfolio	Direct - Portfolio	The purpose is for the student to reflect on the program. The portfolio should include a statement of the student's goals, philosophy, education and files which showcase the student's work. The work selected for th E portfolio should be organized and reflected upon .	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for E portfolio	Exceeded			X	X	X	X	X	
		Integrate program content to develop a basic marketing plan that contains all essential elements, including ethical considerations.	MKT 480 Signature Assignment	Direct - Other	To develop an IMC plan for marketing for yourself when you graduate, including preparation of marketing communication materials: You will create a digital portfolio using a free registration. in Linkedin (www.linkedin.com) Your digital portfolio will include a personal video in which you present yourself to potential employers. This video will be one to two minutes long and will feature you on camera discussing your qualifications in the field of Integrated Communications. You will also post this video to YouTube. You will embed your video into your Linkedin profile. The CV will then be shared with the entire class as well as potential employers. Also make sure to include the following: Customary resume/CV items (i.e., employment history, education, training, special skills, etc.) Rubric-based scores from Sig. Assign.	At least 80% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	At least 85% of the students will achieve a performance rating of 'acceptable' or highly developed, based on the rubric on relevant content criteria mapped to this PLO.	Findings for MKT 480 Signature Assignment	Exceeded	Exceeded		X	X	X	X	X	
		Integrate program content to develop a basic marketing plan that contains all essential elements, including ethical considerations.	Reflective Journal in MKT 480	Indirect - Other	For the Reflective Journal, you should download the reflective journal template from Doc Sharing. In completing the template you will tell the story of your progress through the Bachelor of Arts in Integrated Marketing Communications Program. Grading based on rubric provided.	80% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Integrate program content to develop a basic marketing plan that contains all essential elements, including ethical considerations.	90% or more of students will select 'I learned a fair amount' or 'I learned a great deal' in response to the item: Integrate program content to develop a basic marketing plan that contains all essential elements, including ethical considerations.	Findings for Reflective Journal in MKT 480	Exceeded	Exceeded		X	X	X	X	X	
Department of Management and Marketing — Bachelor of Arts in Management	PLO1	Describe the basic functions of management and their practical implications.	BAM Exit Survey	Indirect - Survey	As students complete the program, an exit survey will be administered to collect data on student's evaluation of how helpful the program has been in improving their competency in this area.	At least 80% of graduating students in the program will indicate that they Agree or Strongly Agree that the BAM program helped them to develop the following competency: Describe the basic functions of management and their practical implications on the operations of the organization.	At least 90% of graduating students in the program will indicate that they Agree or Strongly Agree that the BAM program helped them to develop the following competency: Describe the basic functions of management and their practical implications on the operations of the organization.	Findings for BAM Exit Survey	Exceeded	Exceeded	X	X					
		Describe the basic functions of management and their practical implications.	End of program comprehensive exam	Direct - Student Artifact	As part of the requirements of MGT442, the capstone course for the BAM, students will complete a comprehensive exam that requires their use of content from their program to demonstrate how they would accomplish this competence.	At least 75% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 1.	At least 80% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 1.	Findings for End of program comprehensive exam	Exceeded	Exceeded	X	X					
		Describe the basic functions of management and their practical implications.	End of program integration paper	Direct - Student Artifact	As part of the requirements of MGT442, the capstone course for the BAM, students will complete a paper that draws on several courses in the BAM program to demonstrate how they integrate this course material to more effectively manage people and other resources in organizations.	At least 75% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 1.	At least 80% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 1.	Findings for End of program integration paper	Not Met	Approaching	X						

Department	Program	Outcome	Competency	Measure	Type	Description	Criteria 1	Criteria 2	Findings	Result 1	Result 2							
		PLO2	Analyze and evaluate management, leadership, and motivation theories.	BAM Student Exit Survey	Indirect - Survey	Shortly after graduating from the BAM, graduates will be given the opportunity to complete a survey about they satisfaction with being able to achieve the competencies identified in the learning outcomes.	At least 80% of graduating students in the program will indicate that they Agree or Strongly Agree that the BAM program helped them to develop the following competency: Analyze and evaluate management, leadership, and motivation theories.	At least 90% of graduating students in the program will indicate that they Agree or Strongly Agree that the BAM program helped them to develop the following competency: Analyze and evaluate management, leadership, and motivation theories.	Findings for BAM Student Exit Survey	Exceeded	Exceeded	X	X				X	
			Analyze and evaluate management, leadership, and motivation theories.	End of program comprehensive exam	Direct - Student Artifact	As part of the requirements of MGT442, the capstone course for the BAM, students will complete a comprehensive exam that requires their use of content from their program to demonstrate how they would accomplish this competence.	At least 75% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 2.	At least 80% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 2.	Findings for End of program comprehensive exam	Exceeded	Exceeded	X	X				X	
			Analyze and evaluate management, leadership, and motivation theories.	End of Program Integration paper	Direct - Student Artifact	In the capstone course, MGT442, students must complete an Integration paper in which they draw content from multiple courses to demonstrate how they have learned program content.	At least 75% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 2.	At least 80% of graduating seniors in BAM will achieve an "acceptable achievement" or above on relevant criteria mapped to PLO 2.	Findings for End of Program Integration paper	Exceeded	Exceeded	X	X				X	
Department of Management and Marketing	Global Master of Business Administration																	
Department of Management and Marketing	Master of Business Administration	Outcome 1	Value Creation – Evaluate the systems and processes used throughout an organization including the planning, decision-making, group dynamics, innovation, production, supply chain, operations, technologies, marketing and distribution, and management.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.				X	X					
			Value Creation – Evaluate the systems and processes used throughout an organization including the planning, decision-making, group dynamics, innovation, production, supply chain, operations, technologies, marketing and distribution, and management.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Not Met	Approaching	X	X					
			Value Creation – Evaluate the systems and processes used throughout an organization including the planning, decision-making, group dynamics, innovation, production, supply chain, operations, technologies, marketing and distribution, and management.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an intertwine value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded	X	X					

Outcome	PLO	Assessment Method	Type	Description	Benchmark 1	Benchmark 2	Findings	Result 1	Result 2				
	Value Creation – Evaluate the systems and processes used throughout an organization including the planning, decision-making, group dynamics, innovation, production, supply chain, operations, technologies, marketing and distribution, and management.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Exceeded	Exceeded	X	X		
Outcome 2	Leadership and Governance – Demonstrate leadership ability and management skills within an environment of change to meet the objectives of the stakeholders of the organization.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.				X			X
	Leadership and Governance – Demonstrate leadership ability and management skills within an environment of change to meet the objectives of the stakeholders of the organization.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Not Met	Approaching	X			X
	Leadership and Governance – Demonstrate leadership ability and management skills within an environment of change to meet the objectives of the stakeholders of the organization.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded	X			X
	Leadership and Governance – Demonstrate leadership ability and management skills within an environment of change to meet the objectives of the stakeholders of the organization.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Exceeded	Exceeded	X			X

Outcome	Outcome Description	Assessment Method	Type	Description	Target (85%)	Target (90%)	Findings	Result	Result	X		X	X		
Outcome 3	Global Awareness & Citizenship – Evaluate the forces in the global business environment, including social responsibility, sustainability, ethics, and the risk and opportunities associated with operating within a multi-cultural, business environment.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.				X		X	X		
	Global Awareness & Citizenship – Evaluate the forces in the global business environment, including social responsibility, sustainability, ethics, and the risk and opportunities associated with operating within a multi-cultural, business environment.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Exceeded	Exceeded	X		X	X		
	Global Awareness & Citizenship – Evaluate the forces in the global business environment, including social responsibility, sustainability, ethics, and the risk and opportunities associated with operating within a multi-cultural, business environment.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded	X		X	X		
	Global Awareness & Citizenship – Evaluate the forces in the global business environment, including social responsibility, sustainability, ethics, and the risk and opportunities associated with operating within a multi-cultural, business environment.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Not Met	Approaching	X		X	X		

Outcome	PLO	Measure	Type	Description	Acceptable Target	Ideal Target	Findings	Result 1	Result 2		X1		X2	
Outcome 4	Quantitative Analysis – Apply economic models, accounting principles, statistical techniques, and financial theories, analysis, and reporting in business decision-making.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.					X		X	
	Quantitative Analysis – Apply economic models, accounting principles, statistical techniques, and financial theories, analysis, and reporting in business decision-making.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Exceeded	Exceeded		X		X	
	Quantitative Analysis – Apply economic models, accounting principles, statistical techniques, and financial theories, analysis, and reporting in business decision-making.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded		X		X	
	Quantitative Analysis – Apply economic models, accounting principles, statistical techniques, and financial theories, analysis, and reporting in business decision-making.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Exceeded	Approaching		X		X	

Outcome 5	Communication and Presentation – Demonstrate effective business communication skills through written reports, presentations, and working in a collaborative, team setting.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.				X					X
	Communication and Presentation – Demonstrate effective business communication skills through written reports, presentations, and working in a collaborative, team setting.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program PLO Business Plan or Project (in MGT695C)	Met	Exceeded	X					X
	Communication and Presentation – Demonstrate effective business communication skills through written reports, presentations, and working in a collaborative, team setting.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded	X					X
	Communication and Presentation – Demonstrate effective business communication skills through written reports, presentations, and working in a collaborative, team setting.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Not Met	Approaching	X					X

	Outcome	Outcome Description	Measure	Type	Description	Benchmark (85%)	Benchmark (90%)	Findings	Result	Result						X	X	
	Outcome 6	Critical thinking, Analysis and Problem Solving – Design alternatives to solve business problems utilizing quantitative analysis, critical thinking, and sound ethical decision-making.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.									X	X	
		Critical thinking, Analysis and Problem Solving – Design alternatives to solve business problems utilizing quantitative analysis, critical thinking, and sound ethical decision-making.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. The brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Exceeded	Exceeded						X	X	
		Critical thinking, Analysis and Problem Solving – Design alternatives to solve business problems utilizing quantitative analysis, critical thinking, and sound ethical decision-making.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded						X	X	
		Critical thinking, Analysis and Problem Solving – Design alternatives to solve business problems utilizing quantitative analysis, critical thinking, and sound ethical decision-making.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Not Met	Approaching						X	X	

		Outcome 7	Strategic Planning – Formulate strategies and policies utilizing environmental and resources assessment, and integrating various functions to achieve the mission and objectives of the organization.	Alumni Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the alumni Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students that graduated in the year prior to the survey year from the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted three years out by the Office of Educational Effectiveness and Accreditation (OEEA) and Assessment at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. The details of the items and multiple questions used in the questionnaire are included in the attached Alumni Survey Results. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University.	On the Alumni Survey instrument, 85% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the Alumni Survey instrument, 90% of Alumni of the MBA Program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.				X		X		X	
			Strategic Planning – Formulate strategies and policies utilizing environmental and resources assessment, and integrating various functions to achieve the mission and objectives of the organization.	End of Program Business Plan or Project (in MGT695C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through either a business plan, business client project, or business research project and presentations, followed by questions and answers period embedded in the online and onsite MGT695C courses. Students are required to select one of the above option in the MGT695C course. A brief description of each option is provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT695C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. Business Plan A business plan's purpose is to provide the basis for business decisions and is used to acquire capital. Students are to provide a vibrant and persuasive description impeccably integrating all important financial concepts including calculations, present numerous financial ratios and financial statement analysis accurately. They are to enlighten with perceptive interpretation of data converting said data into actionable information. Students are to provide strong and useful explanations of feasible sales estimates by citing substantial supporting market	On the end of the program business plan or project, 85% of graduating students working as teams in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program business plan or project, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Business Plan or Project (in MGT695C)	Exceeded	Exceeded	X		X		X	
			Strategic Planning – Formulate strategies and policies utilizing environmental and resources assessment, and integrating various functions to achieve the mission and objectives of the organization.	End of Program Comprehensive Case Study (in MGT685C)	Direct - Student Artifact	Note: Effective this year, all PLOs are assessed. The Program Learning Outcomes are assessed through a rubric that assesses students' overall performances in the application of what they have learned in both the online and onsite graduate programs. This is done through several comprehensive case study analysis, reports and presentations, followed by questions and answers period embedded in the online and onsite MGT685C courses. The brief descriptions of the cases are provided in this section. A copy of the MBA Program PLO Assessment rubric used to assess the online and onsite programs is attached. The data are collected by respective faculty in each of the MGT685C course sections under the supervision of the Course/Faculty Lead for Management independent of the Office of the MBA Program. The collected raw data are provided to the MBA Program. The Lead Faculty for the MBA Program conducts the analysis and interpretation of the data, independent of the Course/Lead Faculty of Management, and distributes the results. The Rufus Company concerns a change in leadership leading to value destruction and an abandon business model. Students are measured by their ability to identify the destruction of governorship, value creation, loss of communication and the resultant chaos in decision making, ethics, sustainability, productivity, corporate responsibility, strategy deployment and execution. The Southwest Airlines case focuses on the critical thinking, analysis and decision making required to problem solve the integration of the individual task assimilation required to execute an interwoven value creation and delivery systems process creating an unduplicable sustainable competitive	On the end of the program Comprehensive Case Study analysis and solution, 85% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	On the end of the program Comprehensive Case Study analysis and solution, 90% of graduating students in the MBA Program will achieve an "acceptable achievement" or above rating on the intended Program Learning Outcome.	Findings for End of Program Comprehensive Case Study (in MGT685C)	Exceeded	Exceeded	X		X		X	
			Strategic Planning – Formulate strategies and policies utilizing environmental and resources assessment, and integrating various functions to achieve the mission and objectives of the organization.	Exit Survey	Indirect - Survey	Note: Effective this year, all PLOs are assessed. The purpose of the Exit Survey is to obtain the information about the MBA Program, assess the Program Learning Outcomes, and invite suggestions for ways to improve the Program. The information is collected from the students currently registered in the MBA Program in the School of Business and Management (SOBM) at National University. The survey is conducted every year by the Office of Educational Effectiveness and Accreditation (OEEA) at National University independent of the SOBM and the participation in the survey is optional and voluntary and the participants are assured of the confidentiality of their responses. The survey consists of several items with multiple questions within each item and is expected to take between 10-15 minutes to complete. For the details of the items and multiple questions, please see the attached Exit Survey Questionnaire. The participants are encouraged to provide thoughtful and honest responses and contact OEEA at assessment@nu.edu in the event of questions, concerns, or their rights as a participant. The data and information are collected, tabulated, and reported in aggregate manner by OEEA independent of the Office of the MBA Program and the results are distributed to the appropriate Offices and individuals at National University. A copy of the Exit Survey Questionnaire is attached to this Report.	On the exit survey instrument, at least 85% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	On the exit survey instrument, 90% of graduating students in the program will indicate that they were "satisfied" (or better) in achieving the intended Program Learning Outcome in the MBA program.	Findings for Exit Survey	Not Met	Approaching	X		X		X	
Department of Management and Marketing	Master of Global Management																