Report of Outcomes Assessment Results

Institution	Dakota Wesleyan University
Academic Business Unit	Business Department
Academic Year	2016-2017

Outcomes Assessment Plan

Is the outcomes assessment plan that you submitted to the IACBE still current or have you made changes?

  X   The outcomes assessment plan that we have previously submitted is still current.

_____ Changes have been made and the revised plan is attached.

_____ We have made changes and the revised plan will be sent to the IACBE by: _____

Directions

Complete the Outcomes Assessment Results form below. **Note:** Section II of the form (Operational Assessment) needs to be completed only if you received first-time accreditation or reaffirmation of accreditation after January 1, 2011.

An example of a completed form can be found in a separate document that is available for download on the IACBE's website at: www.iacbe.org/accreditation-documents.asp.

Section I (Student Learning Assessment) of the Outcomes Assessment Results form must be completed for each business program that is accredited by the IACBE (i.e., a separate table must be provided for each program).

Add tables, and insert or delete rows in the tables as needed in order to accommodate the number of your (i) business programs, (ii) intended student learning outcomes, and (iii) intended operational outcomes. In the sections of the assessment results tables entitled "Summary of Achievement of Intended Student Learning Outcomes" and "Summary of Achievement of Intended Operational Outcomes," **DO NOT ADD OR DELETE COLUMNS**. Space is provided in these sections for four direct measures of student learning, four indirect measures of student learning, and eight operational assessment measures/methods. If you are employing fewer than this number of assessment instruments, simply leave cells in the unused columns blank. If you are employing more than this number of instruments, you will need to create additional summary-of-achievement tables to report your assessment information.

In the sections of the assessment results tables entitled "Summary of Achievement of Intended Student Learning Outcomes" and "Summary of Achievement of Intended Operational Outcomes," enter "Met" in a given cell of the table if the performance target for the instrument in that column was achieved for the intended outcome in that row; "Not Met" if the performance target for the instrument in that column was not achieved for the intended outcome in that row; or "NA" (Not Assessed) if the instrument in that column does not measure the intended outcome in that row.

At the bottom of each assessment results table, space is provided to identify changes and improvements that you plan to make as a result of your assessment activity.

Italicized entries in the form represent areas where the academic business unit should insert its own assessment information.

Please be sure to delete these directions before submitting your form to the IACBE.

Outcomes Assessment Results

For Academic Year: 2016-2017

Section I: Student Learning Assessment

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<th>Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:</th>
<th>Performance Objectives (Targets/Criteria) for Direct Measures:</th>
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<tr>
<td>1. Senior Capstone Project

Program ISLOs Assessed by this Measure: 1, 2 and 3</td>
<td>ISLO 1: The B.S. Accounting students' mean score on the environmental analysis section of the project rubric will be 80% or greater.
ISLO 2: The B.S. Accounting student's total mean score on the 5 content categories of the project rubric will be 80% or greater.
ISLO 3: The B.S. Accounting students' mean score on the written presentation section of the project rubric will be 90% or greater.</td>
</tr>
<tr>
<td>2. Simulation

Program ISLOs Assessed by this Measure: 3</td>
<td>ISLO 3: The B.S. Accounting students' mean score on the simulation rubric section on oral presentation will be 90% or greater.</td>
</tr>
<tr>
<td>3. Peregrine Academic Services Comprehensive Business Exam

Program ISLOs Assessed by this Measure: 2 and 4</td>
<td>ISLO 2: The B.S. Accounting students' total mean score will be 50% or greater.
ISLO 4: The B.S. Accounting students' mean score in the content areas of leadership, ethics, and legal environment will be higher than the national average mean score of other faith-based universities.</td>
</tr>
<tr>
<td>4. Business and Industry Financial Analysis

Program ISLOs Assessed by this Measure: 2 and 4</td>
<td>ISLO 5: The Accounting students' total mean score from content items on the project rubric will be 85% or greater.</td>
</tr>
</table>

Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Alumni Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5	The Accounting Alumni's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.
2. Senior Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5	The Accounting students's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.

Learning Assessment Results: *B.S. in Accounting*

Summary of Results from Implementing Direct Measures of Student Learning:

1. For ISLO 1, the average score for the environmental analysis was 2.45 out of 4 or 61.25%.
   For ISLO 2, the average score for the 5 categories was 3.05 out 4 or 75.35%
   For ISLO 3, the average score for the writing section was 2.44 out of 4 or 61.7%.

2. For ISLO 3, the average score for the accounting students has a mean score of 90.16%.

3. For ISLO 2, the average mean score for the accounting students was a 53.3%
   For ISLO 4 the average mean score for leadership was 57, ethics was 50, and legal environment was 48. National averages were 53.64, 53.03, and 55.83 respectively.

4. For ISLO 5, the average score for the content sections was 72.9%

Summary of Results from Implementing Indirect Measures of Student Learning:

1. *No alumni survey data was available or collected for the 2016-2017 academic year*

2. *Total mean score for the student exit survey was 4.019 out of 5*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures					
	Senior Capstone	*Simulation*	*Comp Exam*	*Business and Financial Analysis*	*Alumni Survey*	*Senior Exit Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**

Outcome						
1. Students will be able to conduct an environmental analysis of business	Not met		Met		Not met	Met
2. Students will be able to apply fundamental concepts, theories, and principles in the functional areas of business: management, marketing, finance, operations, and information management	Not met				Not met	Met
3. Students will be able to demonstrate effective written and oral communication skills	Not met	Met			Not met	Met
4. Students will identify appropriate legal and ethical dimensions of leadership		Met	Not met		Not met	Met
5. Students will analyze, evaluate, and present financial data				Not met	Not met	Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. *Identify areas where students can develop their presentation skills with by having them complete 2-3 other presentations in the course, or through other courses in the curriculum prior to the capstone. In addition, coordinate the presentation matrix across all courses*

2. *Perhaps require more professional presentations throughout the courses to establish criteria.*

3. *Need to identify further courses where the environmental analysis can be utilized and completed to give students more exposure to the importance of this outcome.*

4. *Need to determine if Alumni Survey will be used or whether data can be captured from the new student exit survey.*

Student Learning Assessment for: *B.S. in Business Administration*

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to conduct an environmental analysis of business.

2. Students will be able to apply fundamental concepts, theories, and principles in the functional areas of business: management, marketing, finance, operations, and information management.

3. Students will be able to demonstrate effective written and oral communication skills.

4. Students will identify appropriate legal and ethical dimensions of leadership.

5. Students will analyze, evaluate, and present financial data.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Senior Capstone Project Program ISLOs Assessed by this Measure: 1, 2 and 3	ISLO 1: The B.S. Business Administration students' mean score on the environmental analysis section of the project rubric will be 80% or greater. ISLO 2: The B.S. Business Administration student's total mean score on the 5 content categories of the project rubric will be 80% or greater. ISLO 3: The B.S. Business Administration students' mean score on the written presentation section of the project rubric will be 90% or greater.
2. Simulation Program ISLOs Assessed by this Measure: 3	ISLO 3: The B.S. Business Administration students' mean score on the simulation rubric section on oral presentation will be 90% or greater.
3. Peregrine Academic Services Comprehensive Business Exam Program ISLOs Assessed by this Measure: 2 and 4	ISLO 2: The B.S. Business Administration students' total mean score will be 50% or greater. ISLO 4: The B.S. Business Administration students' mean score in the content areas of leadership, ethics, and legal environment will be higher than the national average mean score of other faith-based universities.
4. Business and Industry Financial Analysis	ISLO 5: The Business Administration students' total mean score from content items on the project rubric will be 85% or greater.

Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Alumni Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5	The Business Administration Alumni's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.
2. Senior Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, and 5	The Business Administration students's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.

Learning Assessment Results: *B.S. in Business Administration*

Summary of Results from Implementing Direct Measures of Student Learning:

1. For ISLO 1, the average score for the environmental analysis was 2.45 out of 4 or 61.25%.
   For ISLO 2, the average score for the 5 categories was 3.05 out 4 or 75.35%
   For ISLO 3, the average score for the writing section was 2.44 out of 4 or 61.7%.

2. For ISLO 3, the average score for the business administration students has a mean score of 84.82%.

3. For ISLO 2, the average mean score for the students was a 49.7%
   For ISLO 4 the average mean score for business administration in the content areas of leadership was 54, ethics was 50 and legal environment was 46.5. National averages were 53.03, 53.64, and 55.83 respectively.

4. For ISLO 5, the average score for the content sections was 72.9%

Summary of Results from Implementing Indirect Measures of Student Learning:

1. *No alumni survery results or data was collected or available for the 2016-2017 academic year.*

2. *Total mean score for the student exit survey was 4.019 out of 5*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures					
	Senior Capstone	*Simulation*	*Comp Exam*	*Business and Financial Analysis*	*Alumni Survey*	*Senior Exit Survey*
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Students will be able to conduct an environmental analysis of business.	Not met				Not met	Met

2. Students will be able to apply fundamental concepts, theories, and principles in the functional areas of business: management, marketing, finance, operations, and information management.	Not met		Not Met		Not met	Met
3. Students will be able to demonstrate effective written and oral communication skills.	Not met	Not met			Not met	Met
4. Students will identify appropriate legal and ethical dimensions of leadership.			Not met		Not met	Met
5. Students will analyze, evaluate, and present financial data.				Not met	Not met	Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
1. *Identify areas where students can develop their presentation skills with by having them complete 2-3 other presentations in the course, or through other courses in the curriculum prior to the capstone. In addition, coordinate the presentation matrix across all courses*
2. *Perhaps require more professional presentations throughout the courses to establish criteria.*
3. *Need to identify further courses where the environmental analysis can be utilized and completed to give students more exposure to the importance of this outcome.*
4. *Need to determine if Alumni Survey will be used or whether data can be captured from the new student exit survey.*

Student Learning Assessment for: *B.S. in Entrepreneurial Leadership*

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to demonstrate the processes and traits/behaviors associated with entrepreneurial success (discovery/concept development/resourcing/actualization/harvesting/leadership/personal assessment and management).

2. Students will be able to demonstrate the basic business knowledge and skills that are prerequisites or co-requisites for becoming a successful entrepreneur (business concepts/communications and interpersonal skills/digital skills/economics/financial literacy/professional development).

3. Students will be able to analyze the business activities performed by entrepreneurs in managing a business and/or organization (financial management/human resource Management/information management/marketing management/operations management/risk management/strategic management).

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Business Plan Analysis Program ISLOs Assessed by this Measure: *1 & 2*	*ISLO 1: The overall assignment mean score will be a 80% or above* *ISLO 2: The mean score of the rubric dealing with product attractiveness to the market will be a 80% or above*
2. Industry & Competitive Analysis Program ISLOs Assessed by this Measure: *3*	*ISLO 3: The mean score will be a 80% or above*
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Focus Groups Program ISLOs Assessed by this Measure: *1, 2, 3*	*ISLO 1, 2, 3: The mean focus group approval score will be a 75% or above*

Learning Assessment Results: *B.S. in Enterpreneurial Leadership*

Summary of Results from Implementing Direct Measures of Student Learning:

1. *ISLO #1: Overall mean score was 73%*
    ISLO #2: Overall mean score was 73%

2. *ISLO #3: Overall mean score was 85%*

Summary of Results from Implementing Indirect Measures of Student Learning:

1. *ISLO #1,2 and 3: Overall mean score was 85%*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures		
	Business Plan Analysis	*Industry and Competitive Analysis*	*Focus Groups*
	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Students will be able to demonstrate the processes and traits/behaviors associated with entrepreneurial success (discovery/concept development/resourcing/actualization/harvesting/leadership/personal assessment and management).	Not met		Met
2. Students will be able to demonstrate the basic business knowledge and skills that are prerequisites or co-requisites for becoming a successful entrepreneur (business concepts/communications and interpersonal skills/digital skills/economics/financial literacy/professional development).	Not met		Met
3. Students will be able to analyze the business activities performed by entrepreneurs in managing a business and/or organization (financial management/human resource Management/information management/marketing management/operations management/risk management/strategic management).		Met	Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. *Introduction of the assignment will be done earlier in the semester and have it due earlier as well. Students who engages in the assignment did well while those who did not engage scored zero bringing down the average. Identifying students earlier who need help will help to achieve the desired goal*

Student Learning Assessment for B.A. Nonprofit Administration	
Program Intended Student Learning Outcomes (Program ISLOs)	

1. *Program Learning Outcome 1: Understand important historical concepts and theories related to organizing and leading in the nonprofit sector.* DWU Business Department Broad-Based Student Learning Goals Associated with this Outcome: *1, 2* IACBE Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: *1, 4*	
2. *Program Learning Outcome 2: Develop analytic, communication, and problem-solving skills necessary for nonprofit administration* DWU Broad-Based Student Learning Goals Associated with this Outcome: *1, 3* IACBE Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: *2, 5, 6, 7*	
3. *Program Learning Outcome 3: Apply classroom knowledge to service in the nonprofit sector* DWU Broad-Based Student Learning Goals Associated with this Outcome: *List of Learning Goals: 2, 3* IACBE Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: *List of Key Learning Outcomes, 3, 5, 6, 7*	

Assessment Instruments for ISLO— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
External Organizational Development Artifact: NPA 400 organizational report Program ISLO assessed by this measure: 1, 2 & 3	80% of students receive a score of 70% on each subset of project rubric related to program ISLOs
Policy Artifact: NPA 310 White Paper and simulated policy proposal Program ISLO assessed by this measure: 1 and 2	80% of students receive an outcome of 80% or higher on each subset of project rubric related to ISLO: problem identification, background, goal, solution 80% of students receive a mean score of 3 or higher (on 5 point scale) on policy proposal presentation from reviewer
Governance Artifact: NPA250 Nonprofit Development Plan and Board Simulation Program ISLO assessed by this measure: 1 and 2	80% of students receive an outcome of 80% or higher on each subset of project rubric related to ISLO: structure, management, resource acquisition and stewardship, financial statements, market analysis, marketing 80% of students receive a mean score of 3 or higher (on 5 point scale) from reviewer for simulation for board materials (bylaws, orientation, agenda) and simulated board meeting.
Resource Development Artifact: NPA 350 Grant and Fundraising Event/Project Program ISLO assessed by this measure: 2 & 3	80% of students receive a score of 70% or higher on 200 point project rubric related to ISLO for each subset of grant assignment: logic model, narrative, budget 50% of grants written are submitted for application on behalf of nonprofit organizations

Assessment Instruments for ISLO— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Graduate School Rates Program ISLO assessed by this measure: 1, 2, 3	30% of graduates will apply and be accepted to graduate schools in the field, or related to the field.
Student satisfaction survey Program ISLO assessed by this measure: 2, 3	75% of students will be satisfied or strongly satisfied by the learning experience in their major coursework
Student research presentations and publications Program ISLO assessed by this measure: 1, 2, 3	50% of graduating students will have work published or accepted for presentation at a conference
Student internship or career placements in field Program ISLO assessed by this measure: 1, 2, 3	*50% of juniors and seniors, who apply, will receive positions in related fields of the discipline*

Learning Assessment Results: *Nonprofit Administration*
Summary of Results from Implementing Direct Measures of Student Learning:
1. *Summary of Results for Direct Measure 1* 100% of students achieved C or higher on all elements of rubric for NPA400: Capstone organizational development report
2. *Summary of Results for Direct Measure 2* Average score of policy paper was 88%, all students scored above 70% on all subsets. All students received ratings of 3 or higher from reviewers on policy proposal with average equated score of 93%
3. *Summary of Results for Direct Measure 3* Board business plan average 96% and all subsets except marketing averaged higher than 70%. Simulated board meeting reviewer marks averaged 4.75 on 5 point scale and equated to 98% overall.
4. *Summary of Results for Direct Measure 4* Class not offered in 16-17
Summary of Results from Implementing Indirect Measures of Student Learning:
1. *Summary of Results for Indirect Measure 1* No graduates applied for graduate school
2. *Summary of Results for Indirect Measure 2* 100% of students scored 4 or higher on 5 point Likert scale for satisfaction
3. *Summary of Results for Indirect Measure 3* 1 of 1 graduate presented research

4. *Summary of Results for Indirect Measure 4* 1 graduate, 2 seniors and 2 juniors (70% of majors) accepted summer employment or internships in the nonprofit sector. The 1 graduate received employment in the nonprofit development sector.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	External Organizational Development Artifact	*Policy Artifact*	*Governance Artifact*	*Resource Development Artifact*	*Graduate School Rates*	*Student Satisfaction Survey*	*Student research and presentations*	*Student internship or career placement*
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. *Understand important historical concepts and theories related to organizing and leading in the nonprofit sector.*	met	met	Not met	Na (course not offered in 1-17)	met	met	met	met
2. *Develop analytic, communication, and problem-solving skills necessary for nonprofit administration*	met	met	met	na	met	met	met	met
3. *Apply classroom knowledge to service in the nonprofit sector*	met	na	na	na	met	met	na	met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. *Course of Action 1:* More class time in 250 to be spent on basic marketing and management terms and definitions before applying to business plan

Student Learning Assessment for B.A. Organizational Leadership

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to conduct an environmental analysis of business.

    Broad-Based Student Learning Goals Associated with this Outcome: 2. Students will be able to demonstrate an understanding and knowledge of the various environments in which businesses operate.

    Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: 2, 3, 4, and 6

2. Students will be able to apply fundamental concepts, theories, and principles in the functional areas of business: management, marketing, finance, operations, and information management.

    Broad-Based Student Learning Goals Associated with this Outcome: 1. Students will acquire the relevant knowledge, competencies and skills appropriate to their program(s) of study or discipline. 3. Students will be able to demonstrate problem solving skills in an integrative business environment.

    Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: 1, 5 and 7

3. Students will be able to demonstrate effective written and oral communication skills.

    Broad-Based Student Learning Goals Associated with this Outcome: 1. Students will acquire the relevant knowledge, competencies and skills appropriate to their program(s) of study or discipline.

    Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: 6

4. Students will identify appropriate legal and ethical dimensions of leadership.

    Broad-Based Student Learning Goals Associated with this Outcome: 1. Students will acquire the relevant knowledge, competencies and skills appropriate to their program(s) of study or discipline. 2. Students will be able to demonstrate an understanding and knowledge of the various environments in which businesses operate.

    Key Learning Outcomes for Bachelor's-Level Business Programs to which this Outcome is Linked: 2 and 4

ssessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Senior Capstone Project Program ISLOs Assessed by this Measure: 1, 2 and 3	ISLO 1: The B.A. Organizational Leadership students' mean score on the environmental analysis section of the project rubric will be 80% or greater. ISLO 2: The B.A. Organizational Leadership student's total mean score on the 5 content categories of the project rubric will be 80% or greater. ISLO 3: The B.A. Organizational Leadership students' mean score on the written presentation section of the project rubric will be 90% or greater.

2. Simulation Program ISLOs Assessed by this Measure: 3	ISLO 3: The B.A. Organizational Leadership students' mean score on the simulation rubric section of the simulation for the oral presentation will be 90% or greater.
3. Peregrine Academic Services Comprehensive Business Exam Program ISLOs Assessed by this Measure: 2 and 4	ISLO 2: The B.A. Organizational Leadership students' total mean score will be 50% or greater. ISLO 4: The B.A. Organizational Leadership students' mean score in the content areas of leadership, ethics, and legal environment will be higher than the national average mean score of other faith-based universities.
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. Alumni Survey Program ISLOs Assessed by this Measure: 1, 2, 3, and 4	The Business Administration Alumni's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.
2. Senior Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, and 4	The Organizational Leadership students's total mean score on the questions identified will be 4 or higher on a 5 point Likert scale.

Learning Assessment Results: *B.A. in Organizational Leadership*

Summary of Results from Implementing Direct Measures of Student Learning:
1. *ISLO #1: Average score on the environmental analysis section was a 76%* *ISLO#2: The average score on the 5 content areas was 81.2%* *ISLO #3: The average score on the written portion of project was 89.0%*
2. *ISLO #3: Average score on the presentation was a 86.5%.*
3. *ISLO #2: Average score for the Comp Exam for students was a 63%* *ISLO #4: Average score for the leadership, ethics, and legal environment was 90, 70, and 60 respectively. For faith based universities the national average was 50.3%, 51.09%, and 53.23% respectively.*

Summary of Results from Implementing Indirect Measures of Student Learning:
1. *This is the first year of graduates in the program so Alumni data is not available.*
2. *ISLO#1, #2, #3, and #4. Average score for the exit survey was a 4.019 out of 5*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures				
	Senior Capstone	*Simulation*	*Comp Exam*	*Alumni Survey*	*Senior Exit Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Students will be able to conduct an environmental analysis of business.	Not met			Not Met	Met
2. Students will be able to apply fundamental concepts, theories, and principles in the functional areas of business: management, marketing, finance, operations, and information management.	Met	Not met	Met	Not Met	Met
3. Students will be able to demonstrate effective written and oral communication skills.	Not met			Not Met	Met
4. Students will identify appropriate legal and ethical dimensions of leadership.			Met	Not Met	Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. *Program courses will need to be determined as to where further learning opportunities for the environmental analysis can be provided.*

2. *Further feedback will be necessary on written assignments across the curriculum to make sure students are writing effectively. One possible alternative is to provide the rubric for all instructors in the courses.*

3. *Since this is the first year of graduates in this program, we do not have any alumni data and will review whether or not this tool will be developed or used moving forward.*

4. *Criterion and objectives for the outcomes will need to be better defined.*

5. *We will need to identify which specific questions will be used for our assessment purposes. In addition, the department will plan to develop a back-up system to capture the data in case of a problem with this tool in the future.*

Student Learning Assessment for the M.B.A. Strategic Leadership	
Program Intended Student Learning Outcomes (Program ISLOs)	

1.   Understand contemporary business issues and communicate them clearly, concisely, and appropriately
 	
  Broad-Based Student Learning Goals Associated with this Outcome: 1. *Students will be able to explain the principle conceptand theories in various functional areas of business*
 	
  Key Learning Outcomes for Master's-Level Business Programs to which this Outcome is Linked: 1, 4	

2.   Understrand and Integrate the practice of leadership with faith-based values and properly informed ethical values
 	
  Broad-Based Student Learning Goals Associated with this Outcome: *1. Studentswill be able to explain the principle concepts and theories in various functional areas of business*
 	
  Key Learning Outcomes for Master's-Level Business Programs to which this Outcome is Linked: *2, 6*	

3.   Demonstrate the skills both quantitatively and qualitatively whereby creativity and adaptability make them able to be on the leading edge of new business development and serve and meet organizations' needs.
 	
  Broad-Based Student Learning Goals Associated with this Outcome: *3. Students will be able to formulate innovative strategies to meet various organizational needs and; 4 Students will be able to use practical and technical skills sets towards the various functions of business (accounting, finance, marketing, management, operations).*
 	
  Key Learning Outcomes for Master's-Level Business Programs to which this Outcome is Linked: 1, 2, 3, and 5	

4.   Able to apply the practical and technical skill-sets that increases managerial skills to the direct benefit and function of a business.
 	
  Broad-Based Student Learning Goals Associated with this Outcome: *2. Students will be able to speak, write, and present data and information using various oral, written, and technological forms of communication and; 3. Students will be able to formulate innovative strategies to meet organizational needs.*
 	
  Key Learning Outcomes for Master's-Level Business Programs to which this Outcome is Linked: 1, *4, 5*	

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. *Peregrine Comprehensive exam* Program ISLOs Assessed by this Measure: *2, 4*	*ISLO #2: 80% of students will score 80% or higher on ethical portion of exam* *ISLO #4: 80% of students will score 50% or better on overall score of the Peregrine Academic Comprehensive exam*

2. *Simulation*	*ISLO #1: 80% of students will score 90% of higher in the simulation presentation of the BUS 695 capstone course*
	ISLO #3 and #4: 80% of students will score 90% or higher on simulation overall score.
Program ISLOs Assessed by this Measure: 1, *3, 4*	

Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. *Student Exit Survey*	*ISLO #1, #2, #3, and #4. 80% of students will have a mean score 4.0 or higher (on likert scale of 5) from specific questions of the Peregrine student exit survey.*
Program ISLOs Assessed by this Measure: *1, 2, 3 and 4*	

<div align="center">

Learning Assessment Results: *M.B.A.*

</div>

Summary of Results from Implementing Direct Measures of Student Learning:

1. *ISLO #2: Average score for 100% of students was 71.6%*
   ISLO #4: Average score for 100% of students on Comp Exam was 61.8%
2. *ISLO #1: Average score for students in the BUS 695 Capstone presentation was 97%*
   ISLO #3 and #4: Average score for the simulation for 100% of students was a 95.5%

Summary of Results from Implementing Indirect Measures of Student Learning:

4. *ISLO #1, 2, 3 and 4: 100% of students had an average of 3.84 out of 5 on the Peregrine exit sruvey*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures		
	Comp Exam	*Simulation*	*Student Exit Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**
1. Understand contemporary business issues and communicate them clearly, concisely, and appropriately		Met	Not met
2. Understrand and Integrate the practice of leadership with faith-based values and properly informed ethical values	Not met		Not met
3. Demonstrate the skills both quantitatively and qualitatively whereby creativity and adaptability		Met	Not met

	make them able to be on the leading edge of new business development and serve and meet organizations' needs.			
4.	Able to apply the practical and technical skill-sets that increases managerial skills to the direct benefit and function of a business.	Met		Not met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
1. *MBA ISLOs will need to be reworked for better clarity and understanding.*
2. *Both the performance objectives and the measurement tools need to be re-evaluated and modified to better capture assessment data. For example, the simulation overall scores may not reflect the true essence of what we are trying to capture.*
3. *Determine specific student exit survey questions to be used to better capture results better for indirect measure 1.*

Section II: Operational Assessment (Note: Complete this section only if you received first-time accreditation or reaffirmation of accreditation after January 1, 2011.)

Operational Assessment
Intended Operational Outcomes
1. The DWU business department will develop courses and programs that are relevant and up-to-date in the respective disciplines.   Broad-Based Operational Goals Associated with this Outcome: 2 and 3
2. The DWU business department will have 2/3 of faculty with a terminal degree.   Broad-Based Operational Goals Associated with this Outcome: 1
3. The DWU business department will actively engage in faculty development.   Broad-Based Operational Goals Associated with this Outcome: 1
4. The DWU business department will adopt and use current technologies in the classroom.   Broad-Based Operational Goals Associated with this Outcome: 2 and 3

Assessment Measures/Methods for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures/Methods:
1. Senior Exit Survey Intended Operational Outcomes Assessed by this Measure: 1 and 4	1: 85% of students will be satisfied or highly satisfied with various aspects of faculty teaching by relevant items in the survey.
2. Faculty Reviews Intended Operational Outcomes Assessed by this Measure: 2 and 3	2: 2/3 of all faculty will have a terminal degree in the department. 3: 50% of faculty participate in at least 1 faculty development event (seminar, conference, presentation, publication, etc.) each year

3. University Course Evaluations
 	
    Intended Operational Outcomes Assessed by this Measure:
    1 and 4
	The mean score on item(s) regarding the degree of faculty success using new technologies will be a 3.0 or higher (based on a 5.0 scale)

Summary of Results from Implementing Operational Assessment Measures/Methods:
1.   For IOO #1 from the Peregrine student exit survey, 90% of students agree the coursework provided by faculty is relevant and up-to-date in their respective disciplines.

For IOO #4 No data was collected.

2. For IOO #2 50% of faculty have terminal degrees

   For IOO #3 83.% of faculty participated in 1 faculty development event.

3. For IOO #4 was not met. It should be noted that we developed a bit of a problem in collecting the data. The university (as a whole) changed the University Course Evaluations eliminating the question being used to capture the data and assess the outcome. However, the University did implement an initiative whereby DWU is collaborating with Apple to bring new technologies and activities to both our faculty and students. 4 out of 9 (or 44% of departmental faculty) have this new technology with more being added in the 2017-2018 academic year.

Summary of Achievement of Intended Operational Outcomes

	Operational Assessment Measures/Methods		
	Operational Assessment Measure/ Method 1	*Operational Assessment Measure/ Method 2*	*Operational Assessment Measure/ Method 3*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**
1. *Intended Operational Outcome 1*	Met		Not Met
2. *Intended Operational Outcome 2*		Not Met	
3. *Intended Operational Outcome 3*		Met	
4. *Intended Operational Outcome 4*	Not Met		Not Met

Proposed Courses of Action for Improvement in Operational Outcomes for which Performance Targets Were Not Met:

1. For IOO #2 during the 2016-2017 year, one faculty member with a terminal degree left DWU unexpectedly; one faculty member was terminated. At the same time, the department hired a new faculty member with a terminal degree, hired one faculty member who is professionally qualified, and have a current faculty member who is ABD with expected date of defense later in 2017. Departmental goals for the upcoming year are to seek opportunities for current faculty members who are professionally qualified to perhaps begin the process to become academically qualified. The department will review the measure to determine if any changes are necessary.

2. For IOO #4 a few things caused some issues. First, as mentioned the University in a campus wide initiative, decided to change the Senior Exit Survey and the University Course evaluations. This was decided at the end of the 2015-2016 academic year. The hopes of the department were that the changes would allow us to capture the data needed for assessing our outcomes. However, what happened was the questions being used were eliminated.

Second, the department chair who was overseeing the assessment process stepped down with the intent that the new chair would capture and maintain the current data for this academic year. This individual was also involved in the process discussed in the issue listed above. When this individual abruptly left they did not pass along any information captured or collected for the department.

Given this information and the resulting Apple initiative, it is apparent we as a department need to review IOO #4 to determine changes needed to insure data assessment is corresponding to the outcome. We will be using the Faculty Technology Questionnaire (see below) as a means of checking faculty's adoption and use of technology. This assessment piece will be administered at the end of each academic year to capture the required data.

Regarding the Senior Exit survey, fortunately we were using the Peregrine Outbound exam, which every student in the graduate and undergraduate program complete as a requirement. When students take the exam, senior exit survey information is captured. As a part of the valuation process for both IOO #4 and for IOO#1 we are looking to use this survey from now on as an assessment tool to capture the data for these outcomes. Please see below the questions we will be using to capture the data.

Faculty technology questionnaire

Which of the following technologies are you using to teach your business courses, check all that apply:

Power Point presentations

Smart Board

iTunesU videos

YouTube videos

Internet homework system

Skype

Excel spreadsheets

Simulation

85% of faculty will use 2 or more current technologies.