

Northwestern

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2018-2019
ASSESSMENT REPORT**

Issued: Fall 2019

The Division of Business faculty decided effective in AY 2014-2015 the Peregrine Academic Services Assessment Test (PAS) would replace the Major Field Test (MFT). The faculty believed that the PAS provided many benefits that the MFT did not. Among these benefits is having the raw data to be able to analyze, assessing the ACBSP Common Professional Component, breadth of outside benchmarking opportunities and the pretest/posttest model. (See Appendix 1 for more discussion of the decision.) Because of the change in the program assessment test, several of the measures regarding the program outcomes were changed.

Because the change in assessment test would require changing some of the benchmarks and targets, the Division of Business faculty decided that an entire review of the assessment plan would be appropriate. An ad hoc committee was formed to review the program outcomes and assessment. The ad hoc committee made recommendations to the Division of Business faculty. The faculty unanimously adopted a new Assessment Plan effective with the 2014-2015 academic year.

Program Outcomes for All Division of Business

1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

Measure 1

		Analysis of Results																											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU scores above 50 th Percentile																								
60% of the students will score above the 50 th percentile on the PAS	Peregrine Assessment Test Direct External Summative Comparative	Performance has been consistently below target for the entire period of observation and declining rapidly.	Score reflects students' knowledge after all core courses are completed except. Four experienced faculty left in the previous four years. Three new faculty were hired, one position was eliminated. Two faculty have no previous teaching experience at the collegiate level. No curriculum changes have been introduced over the past 3 yrs.	Faculty need to take a very critical review of the entire curriculum and program to identify actual reasons for the steady and steep decline.	<table border="1"> <caption>NWOSU scores above 50th Percentile</caption> <thead> <tr> <th>Year</th> <th>% At or above 50th Percentile</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>26%</td> <td>60%</td> <td>34%</td> </tr> <tr> <td>15-16</td> <td>38%</td> <td>60%</td> <td>22%</td> </tr> <tr> <td>16-17</td> <td>27%</td> <td>60%</td> <td>33%</td> </tr> <tr> <td>17-18</td> <td>15%</td> <td>60%</td> <td>45%</td> </tr> <tr> <td>18-19</td> <td>4%</td> <td>60%</td> <td>54%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	Gap	14-15	26%	60%	34%	15-16	38%	60%	22%	16-17	27%	60%	33%	17-18	15%	60%	45%	18-19	4%	60%	54%
Year	% At or above 50th Percentile	Target	Gap																										
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Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. ACBSP Region 6																								
The institution mean PAS score will be above the ACBSP Region 6 institutions.	Peregrine Assessment Test Direct External Summative Comparative	Performance of ACBSP Region 6 schools shows a slight upward trend while NWOSU shows a slight downward trend.	Scores are expected to mirror one another over the long term if external forces are a significant factor. However, with the Region 6 and NWOSU scores going in opposite direction, factors contributing to the decline of NWOSU scores is likely to be internal.	Faculty need to study with diligence to identify and measure the significance of individual factors that are causing NWOSU students to lose grounds in comparative academic performance compared to ACBSP Region 6 schools.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP Region 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>48</td> <td>-10</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>48</td> <td>-8</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> <td>-5</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>50</td> <td>-4</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>55</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	50	48	-10	15-16	45	48	-8	16-17	45	50	-5	17-18	42	50	-4	18-19	40	55	12
Year	NWOSU	Target	Gap																										
14-15	50	48	-10																										
15-16	45	48	-8																										
16-17	45	50	-5																										
17-18	42	50	-4																										
18-19	40	55	12																										

1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.
 During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. ACBSP																								
The institution mean PAS score will be above all ACBSP institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below all ACBSP schools over the entire 5 yr. period.	The aggregate score for all ACBSP scores has fluctuated over the previous 5 years. However, the gap between all ACBSP institution and NWOSU has steadily increased. A three-year trend shows a decrease in overall scores.	Faculty need to study with diligence to identify and measure the significance of individual factors that are causing NWOSU students to score lower in comparative academic performance compared to all ACBSP schools.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>GAP</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>44</td> <td>51</td> <td>4</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>51</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>53</td> <td>7</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> <td>9</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>51</td> <td>10</td> </tr> </tbody> </table>	Year	NWOSU	Target	GAP	14-15	44	51	4	15-16	46	51	5	16-17	46	53	7	17-18	44	53	9	18-19	41	51	10
Year	NWOSU	Target	GAP																										
14-15	44	51	4																										
15-16	46	51	5																										
16-17	46	53	7																										
17-18	44	53	9																										
18-19	41	51	10																										

1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. Publicly Owned Institutions																								
The institution mean PAS score will be above all publicly owned institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below publicly owned institutions over the entire 5 yr. period.	The aggregate score for publicly owned institutions has fluctuated slightly over the previous 5 years. However, the gap between all public institutions and NWOSU has steadily increased. A five-year trend shows a decrease in overall comparative scores and a widening gap.	Faculty need to study with diligence to identify and measure the significance of individual factors that are causing NWOSU students to score lower in comparative academic performance compared to publicly owned schools.	<p>The graph displays three data series over five academic years. The 'Target' (red squares) remains relatively stable around 50-52. 'NWOSU' (blue diamonds) starts at approximately 49 and declines to about 41. The 'Gap' (green triangles) starts at about 2 and increases to about 11, indicating a widening performance gap over time.</p> <table border="1"> <caption>NWOSU Mean Scores vs. Publicly Owned Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>49</td> <td>51</td> <td>2</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>51</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>53</td> <td>7</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> <td>9</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>52</td> <td>11</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	49	51	2	15-16	46	51	5	16-17	46	53	7	17-18	44	53	9	18-19	41	52	11
Year	NWOSU	Target	Gap																										
14-15	49	51	2																										
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16-17	46	53	7																										
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18-19	41	52	11																										

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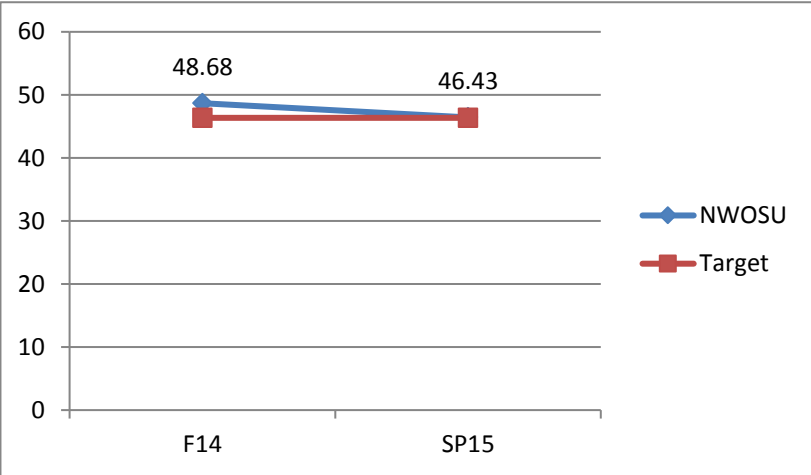
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. US Institutions																								
The institution mean PAS score will be above all US institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below US institutions over the entire 5 yr. period.	The aggregate score for US institutions has fluctuated slightly over the previous 5 years. However, the gap between all US institutions and NWOSU has steadily increased. A five-year trend shows a decrease in overall comparative scores and a widening gap.	Faculty need to study with diligence to identify and measure the significance of individual factors that are causing NWOSU students to score lower in comparative academic performance compared to all US schools.	<table border="1"> <caption>NWOSU Mean Scores vs. US Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> <th>Gap</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>51</td> <td>2</td> </tr> <tr> <td>15-16</td> <td>46</td> <td>51</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>52</td> <td>6</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>52</td> <td>8</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>54</td> <td>13</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	50	51	2	15-16	46	51	5	16-17	46	52	6	17-18	44	52	8	18-19	41	54	13
Year	NWOSU	Target	Gap																										
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1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.

During the MGMT 4433 Business Policy course the students will take the Peregrine Academic Services Assessment Test (PAS).

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. International Institutions									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test Direct External Summative Comparative	Performance is below target.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	 <table border="1" data-bbox="1115 435 1921 906"> <caption>NWOSU Mean Scores vs. International Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU Mean Score</th> <th>Target Mean Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>~46</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>~46</td> </tr> </tbody> </table>	Year	NWOSU Mean Score	Target Mean Score	F14	48.68	~46	SP15	46.43	~46
Year	NWOSU Mean Score	Target Mean Score												
F14	48.68	~46												
SP15	46.43	~46												

1. Graduating students should have basic knowledge of the 12 disciplines of the ACBSP Undergraduate Common Professional Component.

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Measure 7

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU scores above median in 12 CPC																		
In 12 CPC indicators collectively at or above median score	Peregrine Assessment Test Direct External Summative Comparative	Only one, HR Management has scored above the median score.	Score reflects students' knowledge in 12 CPCs areas. Four experienced faculty left in the previous four years. Three new faculty were hired, one position was eliminated. Two faculty have no previous teaching experience at the collegiate level. No curriculum changes have been introduced over the past	All indicators point to a highly possible negative impact of losing experienced faculty and replacing them with inexperienced faculty members.	<table border="1"> <caption>NWOSU scores above median in 12 CPC</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>7</td> <td>12</td> </tr> <tr> <td>15-16</td> <td>2</td> <td>12</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>12</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>12</td> </tr> <tr> <td>18-19</td> <td>1</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	7	12	15-16	2	12	16-17	0	12	17-18	0	12	18-19	1	12
Year	NWOSU Score	Target Score																					
14-15	7	12																					
15-16	2	12																					
16-17	0	12																					
17-18	0	12																					
18-19	1	12																					

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

During GBUS 3753 Business Research students will prepare and make a presentation that will be assessed based on a faculty-approved rubric.

Measure 1

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Presentation Skills: GBUS3753																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Formative Internal	Performance has improved over the previous 5 years.	Adding a presentation to the course requirements has improved student performance.	No changes are to be made.	<p align="center">Communication Skills</p> <table border="1"> <caption>Data for Communication Skills Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>58</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>85</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	58	80	15-16	80	80	16-17	80	80	17-18	85	80	18-19	80	80
Year	NWOSU	Target																					
14-15	58	80																					
15-16	80	80																					
16-17	80	80																					
17-18	85	80																					
18-19	80	80																					

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

During MGMT 4343 *Cross-Cultural Management* students will prepare a research report using proper written communication skills based on a rubric.

Measure 2

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Written Communication: MGMT4343																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Papers were assessed using the Written Communication Assessment Rubric (Plan Attachment 2) Direct Formative Internal	Performance is above target in only two years, with a steady decline over all 5 years.	Trend has consistently been downward. Changes in faculty and other curriculum changes may be behind the downward trend.	Faculty will consider how this assessment is conducted and the faculty teaching the course will be consulted to help determine what is causing this downward trend.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>85</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>72</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	95	80	15-16	85	80	16-17	72	80	17-18	62	80	18-19	58	80
Year	NWOSU	Target																					
14-15	95	80																					
15-16	85	80																					
16-17	72	80																					
17-18	62	80																					
18-19	58	80																					

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

During MGMT 4433 *Business Policy* students will prepare a detailed case analysis using proper written communication skills based on a rubric.

Measure 3

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Written Communication: MGMT4433																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Detailed analyses were assessed using the Written Communication Assessment Rubric (Plan Attachment 2) Direct Summative Internal	Students have reached the targeted level with constant improvement over the 5-yr. timeline.	Many more written assignments were added to the curriculum with “written communication across the curriculum” being a philosophy that was adopted in AY14-15.	No action to be taken.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>72</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	80	15-16	55	80	16-17	48	80	17-18	72	80	18-19	80	80
Year	NWOSU	Target																					
14-15	45	80																					
15-16	55	80																					
16-17	48	80																					
17-18	72	80																					
18-19	80	80																					

Program Outcomes for All Division of Business

2. Graduating students should have well developed communication skills.

During MGMT 4433 *Business Policy* course the students will prepare and make a presentation that will be assessed based on a faculty-developed rubric.

Measure

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken	Oral Communication: MGMT4433																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Stockholder presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Summative Internal	Results are steady and near target levels.	Trend is steady at or near target level. The decline in AY18-19 mostly occurred in the Spring class with a large number of students. Many large cohorts with larger groups have lower performance scores.	No action to be taken.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>70</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	80	80	15-16	78	80	16-17	80	80	17-18	80	80	18-19	70	80
Year	NWOSU	Target																					
14-15	80	80																					
15-16	78	80																					
16-17	80	80																					
17-18	80	80																					
18-19	70	80																					

Program Outcomes for All Division of Business

3) Graduating students are expected to think critically.

During MGMT 3063 Principles of Management students will prepare a case analysis demonstrating the ability to identify issues, analyze issues, develop reasonable alternatives and propose a plausible solution.

MEASURE 1

		Analysis of Results		Critical Thinking: MGMT3063																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students will demonstrate (meet or exceed) acceptable critical thinking abilities using a faculty-approved rubric.	The assignment was assessed using the Critical Thinking Assessment Rubric (Plan Attachment 4) Direct Formative Internal	Performance is near or below target, with a significant decrease in AY18-19.	Student performance has steadily declined over the previous 4 years.	Faculty who teach this course will need to look at the curriculum and teaching methods to adjust.	<table border="1"> <caption>Data for Critical Thinking: MGMT3063</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>75</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>72</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	75	80	15-16	72	80	16-17	68	80	17-18	68	80	18-19	50	80
Year	NWOSU	Target																					
14-15	75	80																					
15-16	72	80																					
16-17	68	80																					
17-18	68	80																					
18-19	50	80																					

Program Outcomes for All Division of Business

3) Graduating students are expected to think critically.

During MGMT 4433 Business Policy students will prepare a detailed case analysis demonstrating the ability to identify issues, analyze issues, develop reasonable alternatives and propose a plausible solution.

MEASURE 2

		Analysis of Results			Critical Thinking: MGMT4433																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students will demonstrate (meet or exceed) acceptable abilities by scoring 20 points or higher on the faculty-approved rubric	Students submitted detailed case analyses and were assessed on items 3-5, 8-9, and 11-12 of Case Analysis Assessment Rubric. Direct Summative External Comparative	Performance shows a steady decline in scores.	Critical thinking skills across the US are low and students at NWOSU reflect the national trend. Business students are not exempt from this phenomenon.	Faculty will need to look at curriculum content and methodologies to determine how to improve this metric.	<table border="1"> <caption>Critical Thinking: MGMT4433 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>68</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>55</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	68	80	15-16	38	80	16-17	55	80	17-18	42	80	18-19	38	80
Year	NWOSU Score	Target Score																					
14-15	68	80																					
15-16	38	80																					
16-17	55	80																					
17-18	42	80																					
18-19	38	80																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

During the MRKT 3043 Principles of Marketing, the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

Measure 1

		Analysis of Results			Interpersonal Communication: MRKT3043																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Formative Internal	Performance is near target.	Performance has remained steady, little fluctuation.	Continue to monitor for any shifts. Priority to be placed on elements that need drastic improvements.	<table border="1"> <caption>Interpersonal Communication: MRKT3043 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>78</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>82</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>75</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>82</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	78	80	15-16	78	80	16-17	82	80	17-18	75	80	18-19	82	80
Year	NWOSU	Target																					
14-15	78	80																					
15-16	78	80																					
16-17	82	80																					
17-18	75	80																					
18-19	82	80																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

During the GBUS 3953 Business, Society & Government, the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

Measure 2

		Analysis of Results			Interpersonal Communication: GBUS3953																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Formative Internal	Performance has made significant jumps in scores over the timeline. A significant decrease in scores is observed for AY18-19.	Teams have been introduced into several classes and students have become accustomed to performing in groups.	No action to be taken.	<table border="1"> <caption>Interpersonal Communication: GBUS3953 Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>60</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>88</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>90</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	45	80	15-16	60	80	16-17	88	80	17-18	90	80	18-19	68	80
Academic Year	NWOSU Score	Target Score																					
14-15	45	80																					
15-16	60	80																					
16-17	88	80																					
17-18	90	80																					
18-19	68	80																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

During the MGMT 4433 Business Policy course the students will complete a team Simulation and associated presentation. Peer evaluation of the interpersonal communication/teamwork on the simulation team will be measured using a rubric.

Measure 3

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Interpersonal Communication: MGMT4433																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	Peer Evaluations Indirect Summative Internal	Scores decreased only one AY and returned back to previous levels. Scores remain high.	Zoom became popular tool used and students began using the smartphone apps more. More team assignments across diverse campuses have improved students' ability to communicate.	No action taken.	<table border="1"> <caption>Interpersonal Communication: MGMT4433 Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>90</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>88</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>95</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	90	80	15-16	88	80	16-17	78	80	17-18	88	80	18-19	95	80
Academic Year	NWOSU Score	Target Score																					
14-15	90	80																					
15-16	88	80																					
16-17	78	80																					
17-18	88	80																					
18-19	95	80																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 4

Analysis of Results																							
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills: MGMT4433																		
Collectively the students in the testing cohort should be at or above the mean score	PAS Direct Summative External	Scores have fluctuated low for several years and returned high, close to the AY14-15 scores.	The wide fluctuation and swings over the 5-year time period are unexplained.	Faculty will need to research and analyze why this phenomenon has occurred.	<table border="1" style="display: none;"> <caption>Leadership Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>15</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>25</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>15</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	52	15-16	15	53	16-17	25	52	17-18	15	52	18-19	50	55
Year	NWOSU	Target																					
14-15	50	52																					
15-16	15	53																					
16-17	25	52																					
17-18	15	52																					
18-19	50	55																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 5

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. ACBSP Region 6																		
In the PAS Leadership score (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	NWOSU student performance seems to mirror ACBSP Region 6 scores.	Scores have remained consistent for five testing periods. Upticks in Region 6 scores are similar to those by NWOSU students. Over the 5-yr. period of time, scores have remained relatively unchanged.	No change to report.	<table border="1"> <caption>Leadership Skills vs. ACBSP Region 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>42</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	52	15-16	42	53	16-17	45	51	17-18	44	50	18-19	49	56
Year	NWOSU Score	Target Score																					
14-15	50	52																					
15-16	42	53																					
16-17	45	51																					
17-18	44	50																					
18-19	49	56																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 6

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. All ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	NWOSU student performance seems to mirror ACBSP scores.	Scores have remained consistent for five testing periods. Upticks in ACBSP scores are similar to those by NWOSU students. Over the 5-yr. period of time, scores have remained relatively unchanged.	No change to report.	<table border="1"> <caption>Leadership Skills vs. All ACBSP Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	52	55	16-17	45	55	17-18	44	55	18-19	50	55
Year	NWOSU Score	Target Score																					
14-15	50	55																					
15-16	52	55																					
16-17	45	55																					
17-18	44	55																					
18-19	50	55																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 7

Analysis of Results					Leadership Skills vs. Public Institutions																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	NWOSU student performance seems to mirror scores from Public Institutions.	Scores have remained consistent for five testing periods. Upticks in scores from Public institutions are similar to those by NWOSU students. Over the 5-yr. period of time, scores have remained relatively unchanged.	No change to report.	<table border="1"> <caption>Leadership Skills vs. Public Institutions Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>51</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	52	15-16	40	52	16-17	45	51	17-18	43	51	18-19	48	56
Year	NWOSU Score	Target Score																					
14-15	50	52																					
15-16	40	52																					
16-17	45	51																					
17-18	43	51																					
18-19	48	56																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 8

Analysis of Results																							
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Leadership Skills vs. Public Institutions																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States	PAS Direct Summative External	NWOSU student performance seems to mirror scores from Public Institutions.	Scores have remained consistent for five testing periods. Upticks in scores from Public institutions are similar to those by NWOSU students. Over the 5-yr. period of time, scores have remained relatively unchanged.	No change to report.	<table border="1" style="display: none;"> <caption>Leadership Skills vs. Public Institutions Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>52</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>41</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	52	55	15-16	41	55	16-17	45	55	17-18	44	55	18-19	50	55
Year	NWOSU Score	Target Score																					
14-15	52	55																					
15-16	41	55																					
16-17	45	55																					
17-18	44	55																					
18-19	50	55																					

Program Outcomes for All Division of Business

4) Graduating students are expected to possess knowledge of leadership principles and demonstrate teamwork skills.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 9

Analysis of Results														
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is near, but above target.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	<table border="1" style="display: none;"> <caption>Graph Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>50</td> <td>50</td> </tr> <tr> <td>SP15</td> <td>52</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	50	50	SP15	52	50
Year	NWOSU	Target												
F14	50	50												
SP15	52	50												

Program Outcomes for All Division of Business

5) Graduating students should have the ability to formulate good ethical judgments.

The GBUS3953 Business, Society & Government course will use a simulation to verify the use of ethical decision-making processes

Measure 1

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	ETHICS SKILLS: GBUS3953																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Deepwater simulation Direct Formative External	Performance is below target but trending upwards. AY18-19 shows a significant drop in scores.	The trend shows slight improvement over a 4-year period, but there was a significant drop in AY18-19 that is most likely an outlier. Monitor for trend.	Investigate significant decline in scores for AY18-19. The drop is out of character for class performance. Instructor has added material to the course to try to improve student performance on ethics. Effective Fall 2019.	<table border="1"> <caption>ETHICS SKILLS: GBUS3953 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>52</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>57</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>58</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>61</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>15</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	52	80	15-16	57	80	16-17	58	80	17-18	61	80	18-19	15	80
Year	NWOSU Score	Target Score																					
14-15	52	80																					
15-16	57	80																					
16-17	58	80																					
17-18	61	80																					
18-19	15	80																					

5) Graduating students should have the ability to formulate good ethical judgments.

During MGMT 4433 *Business Policy* students will prepare a detailed case analysis demonstrating stakeholder identification, and ethical consideration, analysis and decision-making based on a rubric

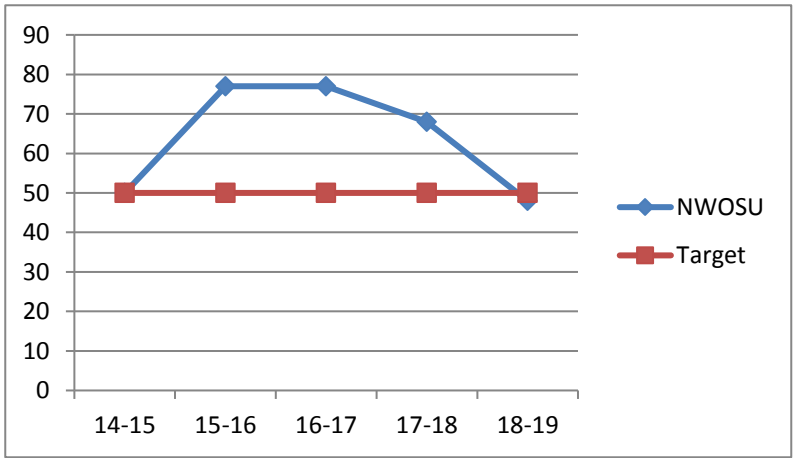
Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Issues: MGMT4433																		
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Business Policy case analysis as assessed using Case Analysis Assessment Rubric (items 6-7 and 10-11) Direct Summative Internal	A decline over the 5-year period is noted.	Larger cohorts typically score lower than smaller cohorts. Assignments have remained the same for the 5-year period of time. Faculty have used the same rubric.	Faculty will consider analyzing what is the cause of the trend beginning to decline. However, other issues and performance measures may have priority over this measurement.	<p>Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>43</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>51</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	43	80	15-16	51	80	16-17	52	80	17-18	46	80	18-19	38	80
Year	NWOSU	Target																					
14-15	43	80																					
15-16	51	80																					
16-17	52	80																					
17-18	46	80																					
18-19	38	80																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Issues: MGMT4433																		
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	Students have scored above target level in most years.	Students have scored near or above target for all 5 years.	No action to be taken.	<p>Ethical Decision Making</p>  <table border="1" data-bbox="1123 511 1911 966"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>68</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	50	50	15-16	78	50	16-17	78	50	17-18	68	50	18-19	48	50
Year	NWOSU Score	Target																					
14-15	50	50																					
15-16	78	50																					
16-17	78	50																					
17-18	68	50																					
18-19	48	50																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. ACBSP Region 6																		
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External	Trend fluctuates over 5-year period of time.	The target level changed upward in AY15-16. Student performance is relatively unchanged over the 5 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	52	16-17	52	52	17-18	48	52	18-19	48	58
Year	NWOSU	Target																					
14-15	50	58																					
15-16	55	52																					
16-17	52	52																					
17-18	48	52																					
18-19	48	58																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. All ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Trend fluctuates over 5-year period of time.	Student performance is relatively unchanged over the 5 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>54</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	54	52	16-17	50	54	17-18	46	54	18-19	48	54
Year	NWOSU	Target																					
14-15	50	58																					
15-16	54	52																					
16-17	50	54																					
17-18	46	54																					
18-19	48	54																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. Public Institutions																		
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Trend fluctuates over 5-year period of time.	Student performance is relatively unchanged over the 5 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>53</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>51</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	58	15-16	53	50	16-17	51	53	17-18	45	52	18-19	48	54
Year	NWOSU Score	Target Score																					
14-15	50	58																					
15-16	53	50																					
16-17	51	53																					
17-18	45	52																					
18-19	48	54																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 7

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. US Institutions																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Trend fluctuates over 5-year period of time.	Student performance is relatively unchanged over the 5 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>48</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>52</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>55</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	55	16-17	48	55	17-18	52	55	18-19	55	58
Year	NWOSU	Target																					
14-15	50	60																					
15-16	55	55																					
16-17	48	55																					
17-18	52	55																					
18-19	55	58																					

5) Graduating students should have the ability to formulate good ethical judgments.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 8

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External		International comparative data is not available.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Time Point</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Time Point	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Time Point	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ALL DIVISION OF BUSINESS MAJORS

6. Graduating students should demonstrate the necessary skill to identify, conceptualize, diagnose, evaluate, and analyze business problems.
 During the MGMT 4433 Business Policy course each student will prepare a detailed case analysis to demonstrate these abilities.

Measure 1

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Critical Thinking Skills: MGMT4433																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3) Direct Summative Internal	Scores have improved over the 5-year time frame.	The dip in AY18-19 could be attributed to the large cohort in Spring 19, as large cohorts typically have lower scores.	No action to be taken.	<table border="1"> <caption>Critical Thinking Skills: MGMT4433</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>55</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>72</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	55	80	15-16	75	80	16-17	72	80	17-18	78	80	18-19	68	80
Year	NWOSU	Target																					
14-15	55	80																					
15-16	75	80																					
16-17	72	80																					
17-18	78	80																					
18-19	68	80																					

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

In ACCT 4133 Accounting Information Systems a computer software project with a written report would be an internal measure of the students' accounting/bookkeeping software skills

Measure 1

		Analysis of Results										
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Software Skills: ACCT4133							
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 4133 Accounting Information Systems students complete a computer software project with a written report as assessed by Accounting/Bookkeeping Software Assessment Rubric (Plan Attachment 7) Direct Summative Internal	No data reported for timeline.	Consider removing this assessment from the report.	Adjunct faculty teach this course online and faculty member is never on campus.	<table border="1"> <caption>Accounting Software Skills: ACCT4133 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>80</td> <td>80</td> </tr> </tbody> </table>		Year	NWOSU	Target	F14	80	80
Year	NWOSU	Target										
F14	80	80										

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

In ACCT 3153 Cost Accounting I there will be an Excel-based project.

Measure 2

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Excel Scores: ACCT3153																		
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3153 Cost Accounting I there will be an Excel-based project, as assessed by Accounting Student Excel Assessment Rubric (Plan Attachment 8) Direct Summative Internal	Scores have consistently improved over the time frame and are close to target levels. A major drop in scores has occurred for AY18-19	Students are improving in their scores over time. Faculty will wait to see if the scores continue upward. Excel has become the major focus in MIS along with other courses having major Excel based projects.	No action taken as dip in scores for one year is very likely an outlier.	<table border="1"> <caption>Excel Scores: ACCT3153</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>62</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>64</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>70</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>78</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	62	80	15-16	64	80	16-17	70	80	17-18	78	80	18-19	58	80
Academic Year	NWOSU Score	Target Score																					
14-15	62	80																					
15-16	64	80																					
16-17	70	80																					
17-18	78	80																					
18-19	58	80																					

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.
 In ACCT 3133 Individual Income Tax there will be an income tax software-based project.

Measure 3

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Income Tax Software: ACCT3113																		
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3133 Individual Income Tax there will be an income tax software-based project, as assessed using Income Tax Software Assessment Rubric (Plan Attachment 9) Direct Summative Internal	All 5 years are above target.	Five years of reliable data indicates a consistent performance above target, trend is somewhat flat, but appears to waiver slightly but no immediate concern is noted.	No action taken.	<table border="1"> <caption>Income Tax Software: ACCT3113 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>~85</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>~80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>~82</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>~88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>~80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	~85	80	15-16	~80	80	16-17	~82	80	17-18	~88	80	18-19	~80	80
Year	NWOSU	Target																					
14-15	~85	80																					
15-16	~80	80																					
16-17	~82	80																					
17-18	~88	80																					
18-19	~80	80																					

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency.

Measure 4

Analysis of Results				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In MGMT 4433 Business Policy, students will submit a detailed analysis demonstrating MS Word competency, using MS Word Assessment Rubric (Plan Attachment 10) Direct Summative Internal	Four out of five years are at or above target.	Several courses have written assignments as team or individual assignments as a major component. This inclusion of a required element seems to have improved or supported student success in MS Word skills.	No action taken.

MS Word Competency: MGMT4433

Year	NWOSU	Target
14-15	88	80
15-16	95	80
16-17	60	80
17-18	82	80
18-19	84	80

PROGRAM GOALS FOR ACCOUNTING MAJOR

2. Graduating students should know the accounting standards of the accounting profession.
 In ACCT 3103 Intermediate Accounting I students will take a test regarding Accounting standards

Measure 1

Analysis of Results					Accounting Standards: ACCT3103																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3103 Direct Formative External	Performance is below or near target but trending downward until AY18-19.	New faculty member was hired in AY16-17 to teach Intermediate I. After two years, the faculty member seems to have identified a few week areas and adjusted teaching style and topics which has made significant improvements in students scores regarding the subject matter.	No action to be taken.	<table border="1"> <caption>Accounting Standards: ACCT3103 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU (%)</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>78</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>68</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>78</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU (%)	Target (%)	14-15	78	80	15-16	75	80	16-17	68	80	17-18	62	80	18-19	78	80
Year	NWOSU (%)	Target (%)																					
14-15	78	80																					
15-16	75	80																					
16-17	68	80																					
17-18	62	80																					
18-19	78	80																					

PROGRAM GOALS FOR ACCOUNTING MAJOR

2. Graduating students should know the accounting standards of the accounting profession.
 In ACCT 3113 Intermediate Accounting II students will take a test regarding Accounting standards

Measure 2

Analysis of Results				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3113 Direct Summative External	Performance is below or near target but trending downward until AY18-19.	New faculty member was hired in AY16-17 to teach Intermediate II. After two years, the faculty member seems to have identified a few weak areas and adjusted teaching style and topics which has made continual improvements in students' scores regarding the subject matter.	No action to be taken.

Accounting Standards: ACCT3113

Year	NWOSU	Target
14-15	85	80
15-16	83	80
16-17	88	80
17-18	88	80
18-19	89	80

PROGRAM GOALS FOR ACCOUNTING MAJOR

2. Graduating students should know the accounting standards of the accounting profession.
 In ACCT 4303 International Accounting, students will take a test regarding Accounting standards

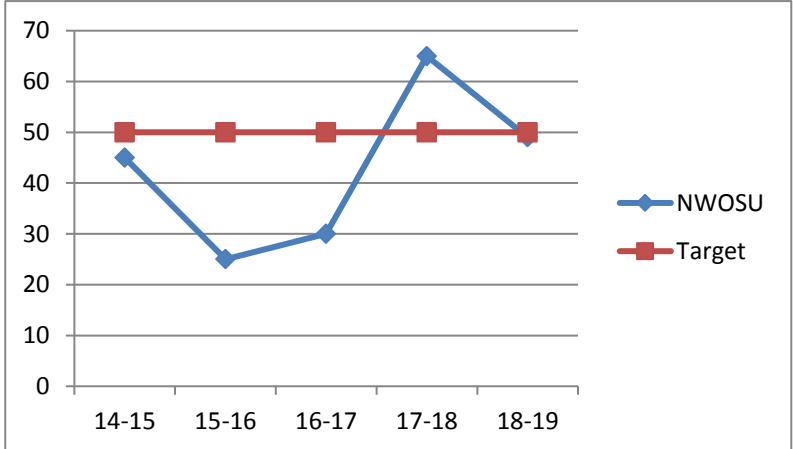
Measure 3

Analysis of Results																						
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																		
80% of the students will score 80% or higher on the test.	Standards test in ACCT 4303 Direct Summative External	Performance is mixed. Course has been taught by same instructor for several years using same measurement tool.	Scores fluctuate over the 5-year period of time. No significant shifts or trends are noted.	No action taken.																		
Accounting Standards: ACCT4303																						
<table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Accounting Standards: ACCT4303 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>95</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>75</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>85</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>75</td> <td>80</td> </tr> </tbody> </table>					Year	NWOSU Score	Target Score	14-15	95	80	15-16	75	80	16-17	80	80	17-18	85	80	18-19	75	80
Year	NWOSU Score	Target Score																				
14-15	95	80																				
15-16	75	80																				
16-17	80	80																				
17-18	85	80																				
18-19	75	80																				

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: Accounting Topics MGMT4433																		
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	Student scores have recovered after a significant decline in AY15-16 & AY16-17.	Student scores can be reflected in a cohort of students with higher than typical academic skills that have gone through the program lately. A new faculty member was hired in AY16-17 which may have contributed to the increase.	No action to be taken.	<p>Ethical Decision Making</p>  <table border="1" data-bbox="1123 552 1911 998"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>25</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>65</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	45	50	15-16	25	50	16-17	30	50	17-18	65	50	18-19	50	50
Academic Year	NWOSU Score	Target Score																					
14-15	45	50																					
15-16	25	50																					
16-17	30	50																					
17-18	65	50																					
18-19	50	50																					

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. ACBSP Region 6																		
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External	Performance has remained below target for 5 years. The score fluctuates over the time period.	Student scores have improved over the past four years, returning to the original score. AY15-16 is likely an anomaly with scores consistently around 50 percentile, but below comparative group.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>47</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>56</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	47	57	15-16	39	57	16-17	46	56	17-18	49	57	18-19	49	56
Year	NWOSU Score	Target Score																					
14-15	47	57																					
15-16	39	57																					
16-17	46	56																					
17-18	49	57																					
18-19	49	56																					

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance has remained below target for 5 years.	Student scores have improved over the past five years, and have remained above the original score from AY14+15. Scores of ACBSP institutions have declined, reducing the gap between the scores.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>43</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>39</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>52</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	43	58	15-16	39	58	16-17	46	52	17-18	49	52	18-19	49	55
Year	NWOSU Score	Target Score																					
14-15	43	58																					
15-16	39	58																					
16-17	46	52																					
17-18	49	52																					
18-19	49	55																					

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. Public Institutions																		
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Performance has remained below target for 5 years. The score fluctuates over the time period.	Student scores have improved over the past four years, returning close to the original score. AY15-16 is likely an anomaly with scores consistently around 50 percentile, but below comparative group.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>56</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	58	15-16	38	52	16-17	45	56	17-18	48	58	18-19	48	54
Year	NWOSU Score	Target Score																					
14-15	45	58																					
15-16	38	52																					
16-17	45	56																					
17-18	48	58																					
18-19	48	54																					

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

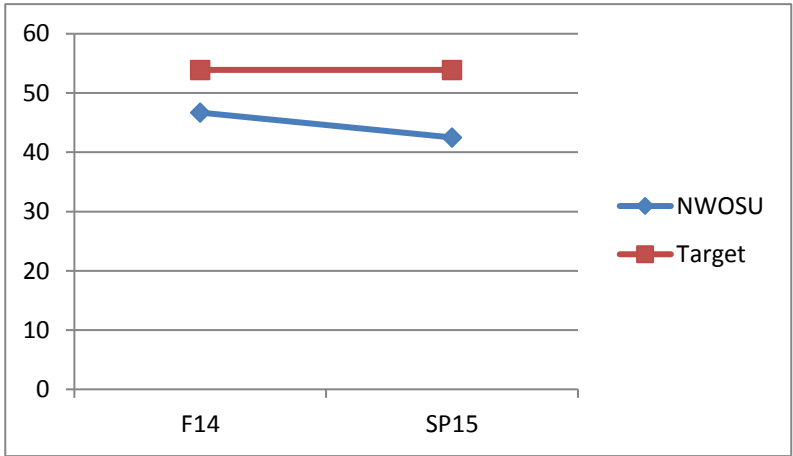
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. US Institutions																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Performance has remained below target for 5 years. The score fluctuates over the time period.	Student scores have slightly improved over the past four years, returning close to the original score. AY15-16 is likely an anomaly with scores consistently around 50 percentile, but below comparative group.	No action taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>45</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>46</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>49</td> <td>51</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	45	60	15-16	40	52	16-17	46	51	17-18	49	51	18-19	49	53
Year	NWOSU	Target																					
14-15	45	60																					
15-16	40	52																					
16-17	46	51																					
17-18	49	51																					
18-19	49	53																					

3) Graduating students should recognize ethical conduct in Accounting.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	International data is not available.	No analysis.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>47</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>42</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	47	54	SP15	42	54
Year	NWOSU	Target												
F14	47	54												
SP15	42	54												

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Percentile: MGMT4433																		
On the Accounting section of the PAS assessment test, collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	Scores have declined overall during the 5-yr. period of time. Scores have met target for two previous years.	Accounting has been a weak area for many non-Accounting students. Over the past few years, the number of accounting students has increased which has likely contributed to the increase in scores.	No action taken.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>30</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>50</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	50	15-16	58	50	16-17	30	50	17-18	50	50	18-19	48	50
Year	NWOSU	Target																					
14-15	70	50																					
15-16	58	50																					
16-17	30	50																					
17-18	50	50																					
18-19	48	50																					

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. ACBSP Region 6																		
On the Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	Results are mixed. No trend detected.	No identifiable cause can be discussed.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Performance Frequency MGMT4433 vs. ACBSP Region 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	55	15-16	55	55	16-17	78	55	17-18	45	55	18-19	40	58
Year	NWOSU	Target																					
14-15	70	55																					
15-16	55	55																					
16-17	78	55																					
17-18	45	55																					
18-19	40	58																					

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Results are mixed. No trend detected.	No identifiable cause can be discussed.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>72</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>53</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	72	58	15-16	52	52	16-17	78	60	17-18	45	55	18-19	42	53
Year	NWOSU	Target																					
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18-19	42	53																					

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

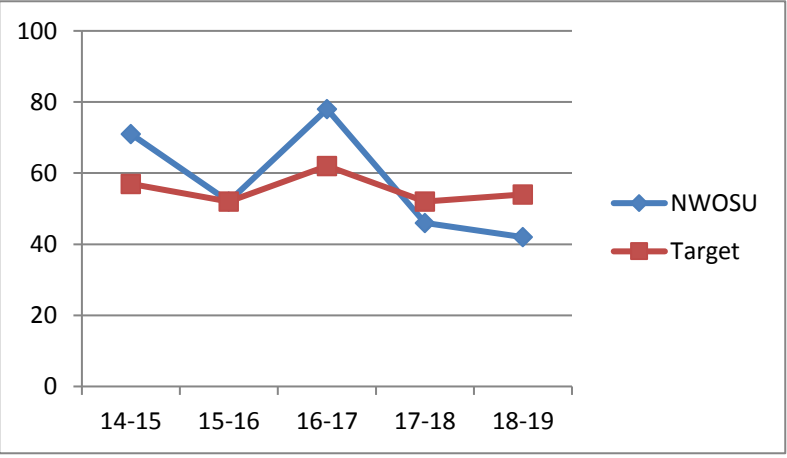
Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. Public Institutions																		
The institution frequency correct score will be above the frequency correct score of all Publicly Owned institutions.	PAS Direct Summative External	Results are mixed. No trend detected.	No identifiable cause can be discussed.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>70</td> <td>52</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	52	15-16	52	52	16-17	78	53	17-18	45	54	18-19	42	54
Year	NWOSU	Target																					
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15-16	52	52																					
16-17	78	53																					
17-18	45	54																					
18-19	42	54																					

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

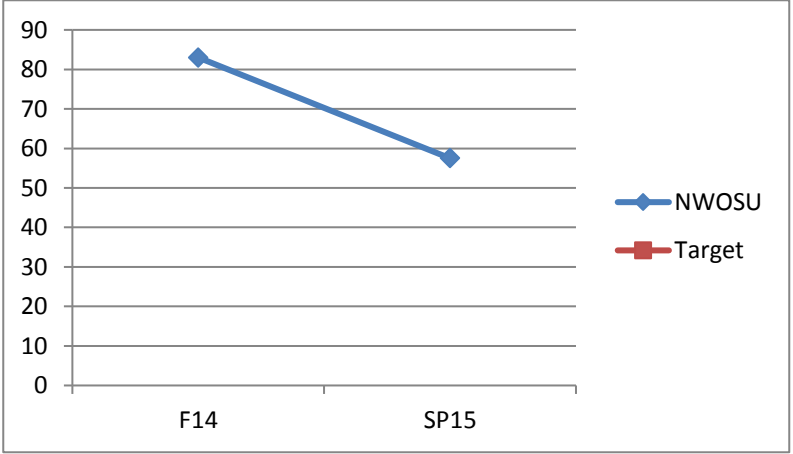
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. US Institutions																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Results are mixed. No trend detected.	No identifiable cause can be discussed.	No action taken. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" data-bbox="1129 560 1911 1015"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>72</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>52</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>62</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	72	58	15-16	52	52	16-17	78	62	17-18	45	52	18-19	42	55
Year	NWOSU	Target																					
14-15	72	58																					
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18-19	42	55																					

4) Graduating students should have the skills and knowledge to prepare and interpret financial statements and documents.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	None.	International comparative data is not available.	Consider removing this analysis from future assessment reports.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>80</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	80	SP15	58	80
Year	NWOSU Score	Target												
F14	82	80												
SP15	58	80												

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.

In MGMT 4433 Business Policy course students will take the PAS assessment test.

Measure 1 – Accounting minor

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Minors vs. non-Accounting minors Frequency Scores																		
On the Accounting portion of the PAS test, 80% of the Accounting minors will score above the average frequency correct score of non-Accounting minor students taking the same exam.	PAS Test Direct Summative External	N=<2 in most cohorts.		Remove measurement from future assessment reports.	<table border="1"> <caption>Accounting Minors vs. non-Accounting minors Frequency Scores</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>0</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	0	80	15-16	0	80	16-17	0	80	17-18	0	80	18-19	0	80
Year	NWOSU	Target																					
14-15	0	80																					
15-16	0	80																					
16-17	0	80																					
17-18	0	80																					
18-19	0	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.

In MGMT 4433 Business Policy course students will take the PAS assessment test.

Measure 1 – Management minor

		Analysis of Results			Management Minors vs. non-Management Minor Frequency																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
On the Management portion of the PAS test, 80% of the Management minors will score above the average frequency correct score of non-Management minor students taking the same exam.	PAS Test Direct Summative External	Scores were showing a slight increase with an exception of AY17-18. Scores returned to previous levels for AY18-19.	Scores for AY17-18 were verified as being accurate. With the scores returning back to near scores from previous years, the conclusion is that the cohort of students in AY17-18 scored very poorly for an undetermined reason.	No action to take as scores have been reasonably consistent with one anomaly.	<table border="1"> <caption>Management Minors vs. non-Management Minor Frequency</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>56</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>62</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>14</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>57</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	50	80	15-16	56	80	16-17	62	80	17-18	14	80	18-19	57	80
Academic Year	NWOSU Score	Target Score																					
14-15	50	80																					
15-16	56	80																					
16-17	62	80																					
17-18	14	80																					
18-19	57	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.

In MGMT 4433 Business Policy course students will take the PAS assessment test.

Measure 1 – Marketing minor

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Marketing Minor vs. non-Marketing Minor Frequency																		
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test Direct Summative External	Performance is below target and trending downward. AY18-19 sees a spike in scores.	A review of the students (10) with a marketing minor shows a few elements that could explain this spike in scores. Students attributes: Internships (3), Competitions (1), employment in marketing (3), athletics (4), non-traditional students (4), and high performing students (4)	DOB faculty will see if any of these factors have similar results in other disciplines.	<table border="1"> <caption>Marketing Minor vs. non-Marketing Minor Frequency</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>63</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>36</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	63	80	15-16	58	80	16-17	50	80	17-18	36	80	18-19	90	80
Year	NWOSU	Target																					
14-15	63	80																					
15-16	58	80																					
16-17	50	80																					
17-18	36	80																					
18-19	90	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.

In MGMT 4433 Business Policy course students will take the PAS assessment test.

Measure 1 – General Business minor

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	General Business Minors vs. non-Marketing minors Frequency Scores																		
On the Management portion of the PAS test, 80% of the General Business minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test Direct Summative External	No longer reasonable to measure this.		Consider removing this measurement from future assessment reports.	<table border="1"> <caption>General Business Minors vs. non-Marketing minors Frequency Scores</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>42</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>58</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>0</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	42	80	15-16	58	80	16-17	0	80	17-18	0	80	18-19	0	80
Year	NWOSU Score	Target Score																					
14-15	42	80																					
15-16	58	80																					
16-17	0	80																					
17-18	0	80																					
18-19	0	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

1) Graduating students will demonstrate elevated knowledge in the disciplines associated with their minor.

In GBUS 3613 *Principles of Entrepreneurship*, Entrepreneurship minor students will prepare a business plan.

Measure 1 – Entrepreneurship minor

		Analysis of Results		Business Plan GBUS3613																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students will score at or higher than acceptable on a faculty-approved rubric	Business Plan assessed using Business Plan Assessment Rubric (Plan Attachment 11) Direct Summative External	No data collected.	Changes among faculty members who teach GBUS3613 makes this measurement difficult to obtain and data collected will be unreliable because of the fluidity of the assessment tool. Adjunct faculty, especially their first time assigned to the course do not follow the approved rubric or use it inconsistently from its original intent.	Consider removing this from future reports.	<table border="1"> <caption>Business Plan GBUS3613 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Mgmt</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>80</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>80</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>80</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Mgmt	Target	14-15	80	80	15-16	80	80	16-17	80	80	17-18	80	80	18-19	80	80
Year	NWOSU Mgmt	Target																					
14-15	80	80																					
15-16	80	80																					
16-17	80	80																					
17-18	80	80																					
18-19	80	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents.
 In MGMT 4433 Business Policy students will submit a written detailed analysis in MS Word (or compatible software) format.

Measure 1

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	MS Word Skills: MGMT4433																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Students will submit a written detailed analysis in MS Word (or compatible software) format using the MS Word Assessment Rubric (Plan Attachment 10) Direct Summative Internal	Scores have remained relatively stable over the 5 years, a few fluctuations no long-term trend is identifiable.	Written assignments were added throughout the curriculum a few years ago. Some students remain unskilled in some of the finer tools and functions of MS Word.	Faculty need to review assignments on MS Word and how they are graded and what elements are included.	<table border="1"> <caption>MS Word Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-14</td> <td>65</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>65</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>70</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>60</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-14	65	80	15-16	95	80	16-17	65	80	17-18	70	80	18-19	60	80
Year	NWOSU Score	Target Score																					
14-14	65	80																					
15-16	95	80																					
16-17	65	80																					
17-18	70	80																					
18-19	60	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents
 In MGMT 4433 Business Policy students will make a presentation using a PowerPoint (or compatible software) presentation.

Measure 2

		Analysis of Results		PPT Skills: MGMT4433																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Stockholder presentations using the PowerPoint Assessment Rubric (Plan Attachment 11) Direct Summative Internal	Scores have remained above the target for 4 out of 5 years.	PPT assignments were required throughout the curriculum and program. Many courses now require a PPT assignment at either the individual or team level.	No action to be taken.	<table border="1"> <caption>PPT Skills: MGMT4433 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>25</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>100</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>100</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>100</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	25	80	15-16	100	80	16-17	100	80	17-18	100	80	18-19	90	80
Year	NWOSU	Target																					
14-15	25	80																					
15-16	100	80																					
16-17	100	80																					
17-18	100	80																					
18-19	90	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

2) Graduating students should demonstrate sufficient knowledge of appropriate business software to prepare appropriate documents

In GBUS 3753 Business Research students will demonstrate their ability to use Excel (or compatible software) by completing an assignment

Measure 3

		Analysis of Results		Excel Skills: GBUS3753																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																			
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Excel assignment (or compatible software) format using the Excel Assessment Rubric (Plan Attachment 13) Direct Summative Internal	Five years of reliable data indicates a consistent performance below target, trend is showing a very small, but consistent, increase in scores.	Changes in curriculum, teaching methods have had some small incremental improvement in student skills. Faculty teaching GBUS3753 have been consistent and the assessment tool has been consistent.	No action to be taken.	<table border="1"> <caption>Excel Skills: GBUS3753 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>61</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>65</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>64</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>66</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>70</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	61	80	15-16	65	80	16-17	64	80	17-18	66	80	18-19	70	80
Year	NWOSU Score	Target Score																					
14-15	61	80																					
15-16	65	80																					
16-17	64	80																					
17-18	66	80																					
18-19	70	80																					

3) Graduating students should recognize ethical conduct in Business.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: MGMT4433																		
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	Performance increased over 4 years and in YR5 has declined.	A large cohort of students participated in AY18-19 and frequently, larger cohorts produce lower results. A comparison of the scores between MGMT4433 and GBUS3953 may provide some insight into the overall scores.	Assessment committee can compare scores over time between MGMT4433 and GBUS3953 to see if there is any correlation of scores.	<p>Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>51</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	60	15-16	51	60	16-17	60	60	17-18	62	60	18-19	49	55
Year	NWOSU Score	Target Score																					
14-15	50	60																					
15-16	51	60																					
16-17	60	60																					
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3) Graduating students should recognize ethical conduct in Business.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. ACBSP Region 6																		
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External	Performance has steadily increased over the 4 yrs. and is now above the target goal for 2 consecutive years. Score for AY18-19 returns to previous score.	The cohort of Accounting students was larger in AY18-19 than in previous years. Larger cohorts tend to have lower scores, or scores tend to be closer to population averages. The size of the cohort probably is the factor behind the decline in scores.	No action to be taken.	<p>Ethical Decision Making</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	58	15-16	54	58	16-17	60	58	17-18	62	58	18-19	48	58
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3) Graduating students should recognize ethical conduct in Business.

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Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Performance has steadily increased over the 4 yrs. and is now above the target goal for 2 consecutive years. Score for AY18-19 returns to previous score.	The cohort of Accounting students was larger in AY18-19 than in previous years. Larger cohorts tend to have lower scores, or scores tend to be closer to population averages. The size of the cohort probably is the factor behind the decline in scores.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>54</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>54</td> </tr> <tr> <td>16-17</td> <td>61</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>54</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	54	15-16	54	54	16-17	61	60	17-18	54	54	18-19	48	54
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3) Graduating students should recognize ethical conduct in Business.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. Public Institutions																		
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	Performance is below target.	Improvements were made, slightly, from AY14-15 till AY16-17. A drop occurred in AY17-18. Decline in scores sometimes can be attributed to smaller cohorts of students taking the exam, which occurred in AY17-18.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>50</td> <td>57</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>49</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	57	15-16	54	57	16-17	54	57	17-18	46	54	18-19	49	54
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3) Graduating students should recognize ethical conduct in Business.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethics: NWOSU vs. US Institutions																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	Performance is below target.	Improvements were made, slightly, from AY14-15 till AY16-17. A drop occurred in AY17-18. Decline in scores sometimes can be attributed to smaller cohorts of students taking the exam, which occurred in AY17-18.	No action to be taken.	<p>Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>46</td> <td>59</td> </tr> <tr> <td>15-16</td> <td>54</td> <td>59</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>59</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	46	59	15-16	54	59	16-17	54	59	17-18	46	57	18-19	48	55
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3) Graduating students should recognize ethical conduct in Business.

In MGMT 4433 Business Policy students will take the PAS assessment.

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Performance is below and appears to meet target.	Data is no longer available from non-US universities.	Assessment committee will consider removing this from the assessment report.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>46</td> <td>54</td> </tr> <tr> <td>SP15</td> <td>54</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	F14	46	54	SP15	54	54
Year	NWOSU Score	Target Score												
F14	46	54												
SP15	54	54												

PROGRAM GOALS FOR ORGANIZATIONAL LEADERSHIP MAJOR

1) Graduating students should be able to integrate prior work experience with complimentary knowledge of business principles grounded in an academic environment.

Students will take a pre-test in ORGL 3113, Foundations of Organizational Leadership. A post-test will be administered in ORGL 4553 Capstone

Measure 1

Analysis of Results					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
80% of the students will show at least a 50% reduction in errors from the pre-test.	A pretest will be administered in the first ORGL class – Foundations. A post-test will be administered in the final ORGL class – Capstone. Direct Summative Internal	This goal, and thus this measurement, began with AY 2010-11. Therefore, there has been no measurement yet, as no students have gone through the program who have taken the pre-test.		Assessment committee with consider removing this from the assessment report.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1098 516 1782 646" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
On the Ethics section (Business or Accounting) the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1098 483 1782 613" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
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2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1100 516 1782 646" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div data-bbox="1100 516 1782 646" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in ORGL 4553 Capstone class.

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Technical Management
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External			Assessment committee with consider removing this from the assessment report.	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

PROGRAM GOALS FOR TECHNICAL MANAGEMENT MAJOR

1) Graduating students should have added commentary knowledge of business principles to the skills gained from their career specialty. Students will take a pre-test administered by their advisor before taking their first class after declaring the major. A post-test will be administered in MGMT 4433 Business Policy.

Measure 1

		Analysis of Results			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Technical Management
80% of the students will show at least a 50% reduction in errors from the pre-test.	<p>A pretest will be administered by the program advisor before students take their first class in the program.</p> <p>A post-test will be administered in the MGMT 4433 Business Policy.</p> <p>Direct Summative Internal</p>			Assessment committee with consider removing this from the assessment report.	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> <p>No Technical Management major has taken both the pre-test and the post-test.</p> </div>

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in MGMT 4433 Business Policy class.

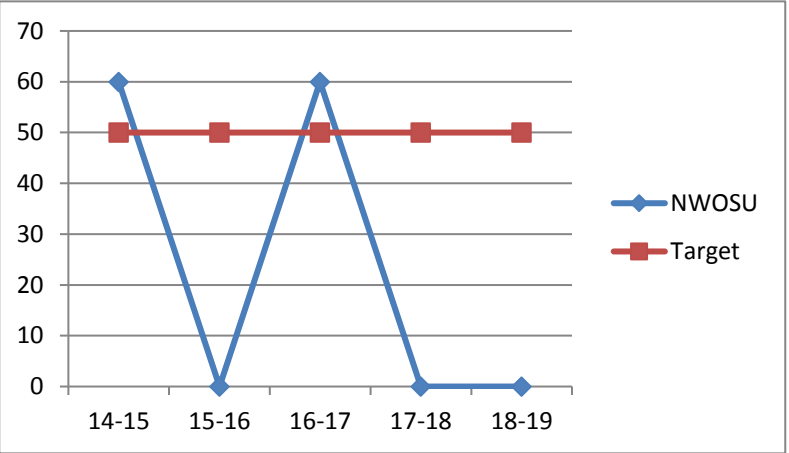
Measure 1

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
On the Ethics section (Business or Accounting) collectively the students in the testing cohort should be at or above the 50 th percentile.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>50</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0	50	18-19	0
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Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
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Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	58	15-16	0	58	16-17	60	58	17-18	0	58	18-19	0
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Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
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Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	N=2 Both students scored above the targeted 50 th percentile.	N=2 is not a valid number of respondents to provide any reliable or valid statistical data. Even though both students over 4 years scored above the targeted amount, no reasonable conclusion can be made other than there are almost no students in this program over a 4-year period of time.	Assessment committee will need to consider withdrawing this assessment from the report.		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>58</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>58</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	58	15-16	0	58	16-17	60	58	17-18	0	58	18-19	0
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Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Data from institutions outside of the US is not collected by ACBSP.	No action taken yet.	Assessment committee will need to consider withdrawing this assessment from the report.	<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>0</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>0</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>0</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>0</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	0	15-16	0	0	16-17	60	0	17-18	0	0	18-19	0	0
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APPENDIX 1

In Spring 2014, the Division of Business faculty made the decision to change the assessment test from the Major Field Test (MFT) administered by ETS to the Peregrine Academic Services assessment test (PAS). The faculty believed the PAS test was a better fit for our assessment efforts for the following reasons:

- pre-test/post-test model
- separate Accounting and Business Administration tests
- PAS test tests the 12 CPC components of ACBSP standards
- Ability to customize the exams
- No proctor requirement – beneficial for online students
- Availability of raw data
- Pay as you go versus pre-payment of tests in blocks
- Longitudinal reporting availability
- Unlimited options regarding cohorts
- Immediate availability of results
- Subject-level analysis

Therefore, since Fall 2014, the PAS assessment test was be administered instead of the MFT.