

Northwestern

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2019-2020
ASSESSMENT REPORT**

Issued: Fall 2020

Peregrine Academic Services Assessment Test (PAS) is the instrument used to measure student performance in key indicators. Faculty believed that the PAS provided many benefits that could be instrument identifying, measuring, and amending student learning outcomes over the long-term. 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. Faculty churn has taken place over the past six years. No curriculum changes have been introduced over the past few years that are reflected in this data.	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>56%</td> </tr> <tr> <td>19-20</td> <td>13%</td> <td>60%</td> <td>47%</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%	56%	19-20	13%	60%	47%
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 polar direction, factors contributing to the decline of NWOSU scores is likely to be internal.	Faculty need to identify potential internal causes for the gap to be increasing over the long-term. Most likely, the gap is attributed to issues related to NWOSU environment, culture, or internal performance.	<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>48</td> <td>48</td> <td>10</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>48</td> <td>10</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> <td>10</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>50</td> <td>10</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>52</td> <td>12</td> </tr> <tr> <td>19-20</td> <td>45</td> <td>58</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	48	48	10	15-16	45	48	10	16-17	45	50	10	17-18	42	50	10	18-19	40	52	12	19-20	45	58	12
Year	NWOSU	Target	Gap																														
14-15	48	48	10																														
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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)	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 6 yr. period.	The aggregate score for all ACBSP scores has fluctuated over the previous 6 years. However, the gap between all ACBSP institution and NWOSU has steadily increased until 19-20. Fluctuations with NWOSU scores mirror those of ACBSP 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. The upcoming self-study is an opportunity to perform this analysis.	<p style="text-align: center;">NWOSU Mean Scores vs. ACBSP</p> <table border="1"> <caption>NWOSU Mean Scores vs. ACBSP Data</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>7</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> <tr> <td>19-20</td> <td>47</td> <td>55</td> <td>8</td> </tr> </tbody> </table>	Year	NWOSU	Target	GAP	14-15	44	51	7	15-16	46	51	5	16-17	46	53	7	17-18	44	53	9	18-19	41	51	10	19-20	47	55	8
Year	NWOSU	Target	GAP																														
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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 6 yr. period.	The aggregate score for publicly owned institutions has fluctuated slightly over the previous 5 years. A five-year trend shows a decrease in overall comparative scores and a widening gap which is narrowed in the current assessment period.	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 six academic years. The Y-axis represents scores from 0 to 60. The X-axis shows academic years from 14-15 to 19-20. The 'NWOSU' series (blue diamonds) starts at approximately 49 in 14-15, dips to 46 in 15-16, stays at 46 in 16-17, drops to 44 in 17-18, reaches a low of 41 in 18-19, and recovers to 47 in 19-20. The 'Target' series (red squares) remains consistently high, starting at 51, dipping slightly to 50 in 15-16, rising to 53 in 16-17, dipping to 52 in 17-18, rising to 53 in 18-19, and peaking at 56 in 19-20. The 'Gap' series (green triangles) represents the difference between Target and NWOSU, starting at 2 in 14-15, rising to 5 in 15-16, 7 in 16-17, 9 in 17-18, peaking at 11 in 18-19, and ending at 9 in 19-20.</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>50</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>52</td> <td>9</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>53</td> <td>11</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>56</td> <td>9</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	49	51	2	15-16	46	50	5	16-17	46	53	7	17-18	44	52	9	18-19	41	53	11	19-20	47	56	9
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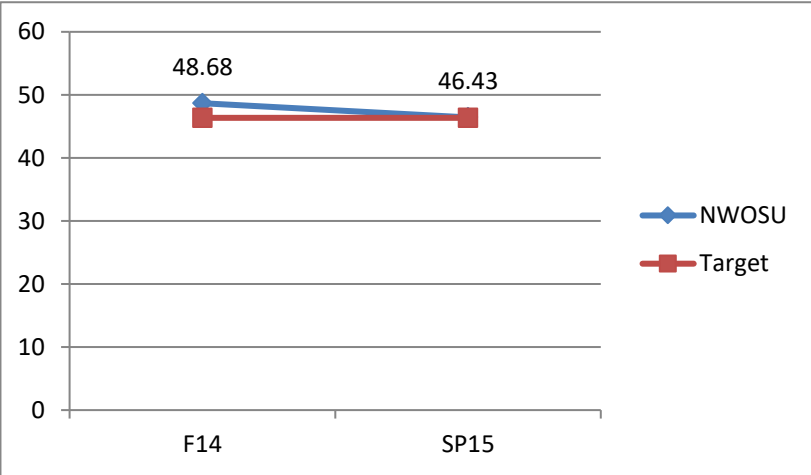
Measure 5

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 6 yr. period.	The aggregate score for US institutions has slightly increased over the previous 6 years. However, the gap between all US institutions and NWOSU has steadily increased until 19-20.	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 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>48</td> <td>50</td> <td>5</td> </tr> <tr> <td>15-16</td> <td>45</td> <td>50</td> <td>5</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> <td>6</td> </tr> <tr> <td>17-18</td> <td>43</td> <td>51</td> <td>8</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>53</td> <td>13</td> </tr> <tr> <td>19-20</td> <td>46</td> <td>55</td> <td>9</td> </tr> </tbody> </table>	Year	NWOSU	Target	Gap	14-15	48	50	5	15-16	45	50	5	16-17	45	51	6	17-18	43	51	8	18-19	40	53	13	19-20	46	55	9
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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)	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. The self-study year is an opportune time to remove unnecessary assessment items.	 <p>The graph displays two data series: NWOSU (blue line with diamond markers) and Target (red line with square markers). The X-axis shows two assessment periods: F14 and SP15. The Y-axis represents the mean score, ranging from 0 to 60. NWOSU scores are 48.68 at F14 and 46.43 at SP15. The Target score is 46.43 at SP15.</p> <table border="1"> <thead> <tr> <th>Assessment Period</th> <th>NWOSU Mean Score</th> <th>Target Mean Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>-</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>46.43</td> </tr> </tbody> </table>	Assessment Period	NWOSU Mean Score	Target Mean Score	F14	48.68	-	SP15	46.43	46.43
Assessment Period	NWOSU Mean Score	Target Mean Score												
F14	48.68	-												
SP15	46.43	46.43												

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 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. No curriculum changes have been introduced over the past 4 years. Faculty churn may be a contributing factor along with external factors.	All indicators point to a highly possible negative impact of losing experienced faculty and replacing them with inexperienced faculty members. Other external factors including loss of revenue and increase on number of students working which negatively impacts their academic performance could be causes of low performance.	<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> <tr> <td>19-20</td> <td>0</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	19-20	0	12
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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 with a significant decrease in 19-20.	Adding a presentation to the course requirements has improved student performance. Presentations in the capstone course were noticeably inferior to previous cohorts of students.	No changes are to be made.	<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>60</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> <tr> <td>19-20</td> <td>35</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	60	80	15-16	80	80	16-17	80	80	17-18	85	80	18-19	80	80	19-20	35	80
Year	NWOSU	Target																								
14-15	60	80																								
15-16	80	80																								
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17-18	85	80																								
18-19	80	80																								
19-20	35	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 three years out of six. A change in the written assignment and its formatting may be a contributing factor.	Trend has consistently been downward until a major improvement in 19-20. The improvement may be related to the change in instrument, not an improvement in student performance.	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 to reverse for 19-20.	<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> <tr> <td>19-20</td> <td>90</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	19-20	90	80
Year	NWOSU	Target																								
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19-20	90	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 6-yr. timeline.	A different written assignment was introduced in 19-20. Student performance was significantly below previous attempts and reverses a trend of ongoing improvements made over a 5-year time period. A review of the measurement instrument is necessary to see if the change in instrument has caused the dramatic shift.	No action to be taken. The previous year's assignment was not repeated. Wait to see if scores return to previous levels.	<p align="center">Communication Skills</p> <table border="1"> <caption>Communication Skills Data</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>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> <tr> <td>19-20</td> <td>48</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	80	15-16	55	80	16-17	48	80	17-18	72	80	18-19	80	80	19-20	48	80
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18-19	80	80																								
19-20	48	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.	<p>Stockholder presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)</p> <p>Direct Summative Internal</p>	Results are steady and near target levels.	<p>Trend is steady at or near target level. The instrument used to measure student performance was slightly changed for 19-20. Spring 2020 students performed their presentations via Zoom which altered the environment and fewer faculty were present for presentations.</p>	No action to be taken. 19-20 was an anomaly.	<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>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> <tr> <td>19-20</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	19-20	70	80
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19-20	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. AY19-20 saw a significant improvement in scores.	Student performance has steadily declined over the previous 4 years with a dramatic improvement in 19-20. Changes to the content and assignment were done in previous years which may be influencing the measureable outcome.	Faculty who teach this course will need to look at the curriculum and teaching methods to determine if any specific changes were introduced to create a significant improvement in scores.	<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> <tr> <td>19-20</td> <td>78</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	19-20	78	80
Year	NWOSU	Target																								
14-15	75	80																								
15-16	72	80																								
16-17	68	80																								
17-18	68	80																								
18-19	50	80																								
19-20	78	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 critical thinking 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. No significant improvement has been identified over the assessment period. Two specific topics are introduced in MGMT4433 about critical thinking.	Faculty have been discussing content and delivering methods as well as supplemental content to improve critical thinking skills.	<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>37</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>54</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>42</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>37</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	68	80	15-16	37	80	16-17	54	80	17-18	42	80	18-19	37	80	19-20	47	80
Year	NWOSU Score	Target Score																								
14-15	68	80																								
15-16	37	80																								
16-17	54	80																								
17-18	42	80																								
18-19	37	80																								
19-20	47	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																								
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: MRKT3043																					
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.	No action to be taken. Continue to monitor and watch for significant changes in performance.	<table border="1"> <caption>Interpersonal Communication: MRKT3043 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>79</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>78</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>81</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>76</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>81</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>77</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance	Target	14-15	79	80	15-16	78	80	16-17	81	80	17-18	76	80	18-19	81	80	19-20	77	80
Year	NWOSU Performance	Target																								
14-15	79	80																								
15-16	78	80																								
16-17	81	80																								
17-18	76	80																								
18-19	81	80																								
19-20	77	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 but AY19-20 shows a reversal back to previous levels.	Teams have been introduced into several classes and students have become accustomed to performing in groups. Perhaps 18-19 was a low performing cohorts of students.	No action to be taken. Continue to monitor for any trend developing over the long-term.	<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>85</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>82</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	45	80	15-16	60	80	16-17	85	80	17-18	88	80	18-19	68	80	19-20	82	80
Academic Year	NWOSU Score	Target Score																								
14-15	45	80																								
15-16	60	80																								
16-17	85	80																								
17-18	88	80																								
18-19	68	80																								
19-20	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 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 have been near or above the acceptable level for five out of six years. AY19-20 had unusual factors affecting the academic environment. No exact reason for the decline in scores can be noted as 19-20 was an anomaly.	The major assignments for MGMT433 were changed and the environment was negatively affected because of Covid-19 and campus closure. Either or both of those factors could have been the influence to cause the scores to decrease significantly in 19-20.	No action taken.	<table border="1"> <caption>Interpersonal Communication: MGMT4433 Data</caption> <thead> <tr> <th>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>92</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	90	80	15-16	88	80	16-17	78	80	17-18	88	80	18-19	92	80	19-20	72	80
Year	NWOSU Score	Target Score																								
14-15	90	80																								
15-16	88	80																								
16-17	78	80																								
17-18	88	80																								
18-19	92	80																								
19-20	72	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 6-year time period are unexplained but have returned back to the 14-15 level. New hired faculty teaching the leadership courses has taken place.	Faculty will need to research and analyze why scores may have jumped back to previous levels.	<table border="1"> <caption>Leadership Skills: 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>52</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>15</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>25</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>18</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>58</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>60</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	52	55	15-16	15	55	16-17	25	55	17-18	18	55	18-19	50	58	19-20	50	60
Academic Year	NWOSU Score	Target Score																								
14-15	52	55																								
15-16	15	55																								
16-17	25	55																								
17-18	18	55																								
18-19	50	58																								
19-20	50	60																								

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 six testing periods. Upticks in Region 6 scores are similar to those by NWOSU students. Over the 6-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</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>40</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>60</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	50	15-16	40	55	16-17	45	50	17-18	45	50	18-19	50	60	19-20	50	60
Year	NWOSU	Target																								
14-15	50	50																								
15-16	40	55																								
16-17	45	50																								
17-18	45	50																								
18-19	50	60																								
19-20	50	60																								

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 six testing periods. Upticks in ACBSP scores are similar to those by NWOSU students. Over the 6-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> <tr> <td>19-20</td> <td>53</td> <td>58</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	19-20	53	58
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																								
19-20	53	58																								

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																										
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 Publicly Owned Universities institutions	PAS Direct Summative External	NWOSU student performance seems to mirror scores from Public Institutions.	Scores have remained consistent for six testing periods. Upticks in scores from Public institutions are similar to those by NWOSU students. Over the 6-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>55</td> </tr> <tr> <td>15-16</td> <td>40</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	40	55	16-17	45	55	17-18	45	55	18-19	50	55	19-20	50	55
Year	NWOSU Score	Target Score																								
14-15	50	55																								
15-16	40	55																								
16-17	45	55																								
17-18	45	55																								
18-19	50	55																								
19-20	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 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 six testing periods. Upticks in scores from Public institutions are similar to those by NWOSU students. Over the 6-yr. period of time, scores have remained relatively unchanged.	No change to report.	<table border="1"> <caption>Leadership Skills vs. Public Institutions</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>42</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>51</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	52	55	15-16	42	53	16-17	45	53	17-18	44	53	18-19	50	54	19-20	51	57
Year	NWOSU Score	Target Score																								
14-15	52	55																								
15-16	42	53																								
16-17	45	53																								
17-18	44	53																								
18-19	50	54																								
19-20	51	57																								

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. The self-study year provides an opportunity to remove assessment areas that are no longer practical.	<table border="1"> <caption>Performance Data for Measure 9</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</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 Score	Target Score	F14	~50	50	SP15	~52	50
Year	NWOSU Score	Target Score												
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.	With an upward trend showing slight improvement over a 4-year time line, continue to monitor as is. The significant drop in AY18-19 could be a transposing error (61-16) or some other error that needs to be investigated. Faculty has remained unchanged.	A review of data submitted for the report has not identified any reason to question the report figures. However, the drastic decline indicates that a transposing of numbers occurred as the outcomes returned to or near previous levels and indicate an ongoing upward trend in results.	<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>53</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>16</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>65</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	53	80	15-16	57	80	16-17	58	80	17-18	61	80	18-19	16	80	19-20	65	80
Year	NWOSU Score	Target Score																								
14-15	53	80																								
15-16	57	80																								
16-17	58	80																								
17-18	61	80																								
18-19	16	80																								
19-20	65	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

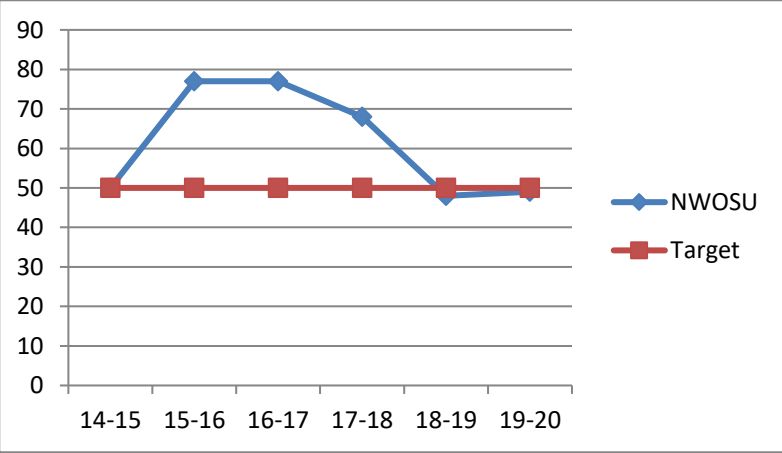
Measure 2

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.	The instrument used to assess this skill is submitted at the end of MGMT4433. With the Spring 2020 semester being completed at home and all sports, extra-curricular activities suspended, student performance may have improved because of more time given to the assignment. With a larger cohort in the Spring, this change may be affected by the large number of students involved in fewer activities.	Wait until AY20-21 and see if scores return to previous levels. The change in environment may have affected this score so drastically.	<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>42</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>51</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	42	80	15-16	50	80	16-17	51	80	17-18	45	80	18-19	38	80	19-20	72	80
Year	NWOSU Score	Target Score																								
14-15	42	80																								
15-16	50	80																								
16-17	51	80																								
17-18	45	80																								
18-19	38	80																								
19-20	72	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 6 years.	No action to be taken.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1129 516 1906 966"> <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>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> <tr> <td>19-20</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	50	15-16	78	50	16-17	78	50	17-18	68	50	18-19	48	50	19-20	50	50
Year	NWOSU Score	Target Score																								
14-15	50	50																								
15-16	78	50																								
16-17	78	50																								
17-18	68	50																								
18-19	48	50																								
19-20	50	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 and NWOSU performance have fluctuated over the six periods. NWOSU performance is relatively unchanged over this time period.	No action.	<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</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>50</td> </tr> <tr> <td>16-17</td> <td>50</td> <td>50</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>45</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	55	50	16-17	50	50	17-18	45	50	18-19	45	55	19-20	50	58
Year	NWOSU	Target																								
14-15	50	58																								
15-16	55	50																								
16-17	50	50																								
17-18	45	50																								
18-19	45	55																								
19-20	50	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 slightly fluctuates over the six periods but remains near the target level.	Student performance is relatively unchanged over the 6 years although slight fluctuations do appear early but the trend shows consistent performance over the six 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</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>53</td> <td>53</td> </tr> <tr> <td>16-17</td> <td>52</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> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	58	15-16	53	53	16-17	52	54	17-18	46	54	18-19	48	54	19-20	49	55
Year	NWOSU	Target																								
14-15	50	58																								
15-16	53	53																								
16-17	52	54																								
17-18	46	54																								
18-19	48	54																								
19-20	49	55																								

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 6-year period of time.	Student performance is relatively unchanged over the 6 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>55</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>54</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>54</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>56</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	58	15-16	55	52	16-17	52	54	17-18	48	54	18-19	50	56	19-20	50	58
Year	NWOSU Score	Target Score																								
14-15	50	58																								
15-16	55	52																								
16-17	52	54																								
17-18	48	54																								
18-19	50	56																								
19-20	50	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 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 6-year period of time.	Student performance is relatively unchanged over the 6 years.	No action.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making</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>53</td> </tr> <tr> <td>16-17</td> <td>52</td> <td>53</td> </tr> <tr> <td>17-18</td> <td>46</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	60	15-16	55	53	16-17	52	53	17-18	46	53	18-19	48	54	19-20	49	57
Year	NWOSU	Target																								
14-15	50	60																								
15-16	55	53																								
16-17	52	53																								
17-18	46	53																								
18-19	48	54																								
19-20	49	57																								

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. The self-study year is an opportunity to remove irrelevant measurements.	<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>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 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 fluctuated over the six periods.	Score variations of improvement and decline cannot be identified as the variations are inconsistent. Cohorts sizes have remained relatively unchanged, and faculty and assignment have remained unchanged.	No action to be taken.	<table border="1"> <caption>Critical Thinking Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</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> <tr> <td>19-20</td> <td>78</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	55	80	15-16	75	80	16-17	72	80	17-18	78	80	18-19	68	80	19-20	78	80
Year	NWOSU Score	Target Score																								
14-15	55	80																								
15-16	75	80																								
16-17	72	80																								
17-18	78	80																								
18-19	68	80																								
19-20	78	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. Evaluate whether to keep this measurement on the report needs to take place during the self-study year.	<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			Excel Scores: ACCT3153																					
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 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 but recovered in AY19-20.	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 does not constitute any significant concern as scores improved in AY19-20.	<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> <tr> <td>19-20</td> <td>82</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	19-20	82	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																								
19-20	82	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)																						
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	Scores at or above target levels for five years. Scores in 19-20 dropped drastically. Instructors were same.	Major changes in the tax code took place recently and instructors did not use tax programs but hand-completed forms because tax software was not current. Drop in scores could be attributed to the external elements of major changes in the tax code and faculty adjusted curriculum and content to be relevant and timely.	Income tax software programs are not readily available for in-class use by NWOSU faculty. This assessment measurement will need to be re-evaluated for future reports.	<p align="center">Income Tax Software: ACCT3113</p> <table border="1"> <caption>Income Tax Software: ACCT3113 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</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> <tr> <td>19-20</td> <td>50</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	85	80	15-16	80	80	16-17	82	80	17-18	88	80	18-19	80	80	19-20	50	80
Year	NWOSU Score	Target Score																								
14-15	85	80																								
15-16	80	80																								
16-17	82	80																								
17-18	88	80																								
18-19	80	80																								
19-20	50	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)	MS Word Competency: MGMT4433																					
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	Five out of six years have scores above the target level.	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. Some elements of Word are not measured and students have indicated a lack of skill or awareness of those specific Word features.	Faculty may need to adjust elements measured as previous attempts have been successful on identifying and improving areas of weakness in Word skills.	<table border="1"> <caption>MS Word Competency: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>88</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>95</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>82</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>85</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>92</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	88	80	15-16	95	80	16-17	60	80	17-18	82	80	18-19	85	80	19-20	92	80
Year	NWOSU	Target																								
14-15	88	80																								
15-16	95	80																								
16-17	60	80																								
17-18	82	80																								
18-19	85	80																								
19-20	92	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 one spike in 18-19.	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. Faculty hired has left the institution and new faculty are scheduled to be teaching this course beginning 20-20.	Introduce new faculty to course content and areas of low performance by students.	<table border="1"> <caption>Accounting Standards: ACCT3103 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance (%)</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> <tr> <td>19-20</td> <td>62</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance (%)	Target (%)	14-15	78	80	15-16	75	80	16-17	68	80	17-18	62	80	18-19	78	80	19-20	62	80
Year	NWOSU Performance (%)	Target (%)																								
14-15	78	80																								
15-16	75	80																								
16-17	68	80																								
17-18	62	80																								
18-19	78	80																								
19-20	62	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 was above target through 18-19. Drop in 19-20 is unexplained at this time as no identifiable reason has been discovered to explain the decline in scores.	New faculty member was hired in AY16-17 to teach Intermediate II. After two years, the faculty member seems to have identified a few week areas and adjusted teaching style and topics which has made continual improvements in students' scores regarding the subject matter. Faculty has left NWOSU.	<p align="center">Accounting Standards: ACCT3113</p> <table border="1"> <caption>Accounting Standards: ACCT3113 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance (%)</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>82</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>88</td> <td>80</td> </tr> <tr> <td>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>90</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance (%)	Target (%)	14-15	85	80	15-16	82	80	16-17	88	80	17-18	88	80	18-19	90	80	19-20	58	80
Year	NWOSU Performance (%)	Target (%)																							
14-15	85	80																							
15-16	82	80																							
16-17	88	80																							
17-18	88	80																							
18-19	90	80																							
19-20	58	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

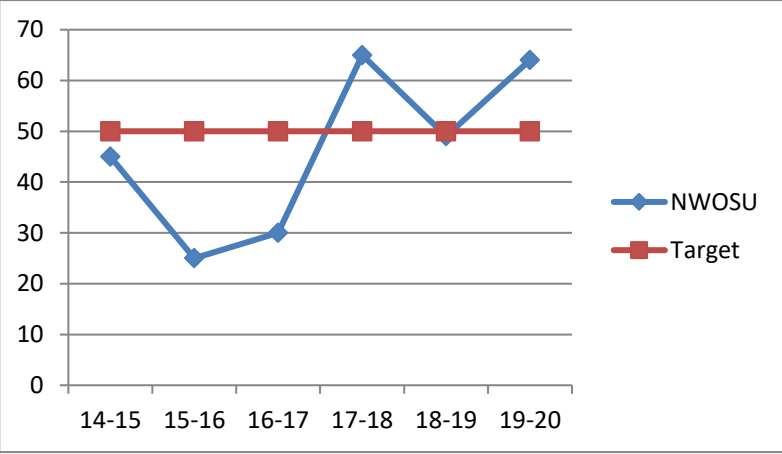
Measure 3

Analysis of Results					Accounting Standards: ACCT4303																					
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 6-year period of time. No significant shifts or trends are noted.	No action taken.	<table border="1"> <caption>Accounting Standards: ACCT4303 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</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>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> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	14-15	95	80	15-16	75	80	16-17	80	80	17-18	85	80	18-19	75	80	19-20	80	80
Year	NWOSU Score	Target																								
14-15	95	80																								
15-16	75	80																								
16-17	80	80																								
17-18	85	80																								
18-19	75	80																								
19-20	80	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. Large fluctuations are unexplainable.	No action to be taken.	<p>Ethical Decision Making</p>  <table border="1" data-bbox="1129 553 1906 1003"> <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>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> <tr> <td>19-20</td> <td>65</td> <td>50</td> </tr> </tbody> </table>	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	19-20	65	50
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																								
19-20	65	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 6 years. The score fluctuates over the early time period but the overall score average has been consistent over the past six years.	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> <tr> <td>19-20</td> <td>49</td> <td>58</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	19-20	49	58
Year	NWOSU Score	Target Score																								
14-15	47	57																								
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18-19	49	56																								
19-20	49	58																								

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 6 years.	Student scores have improved over the past six years, and have remained above the original score from AY14-15. Scores of ACBSP institutions slightly dipped for a few years but have returned near their original level. The gap between NWOSU and the ACBSP scores have narrowed and remain	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>54</td> </tr> <tr> <td>19-20</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	54	19-20	49	55
Year	NWOSU Score	Target Score																								
14-15	43	58																								
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18-19	49	54																								
19-20	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>40</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>55</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	58	15-16	40	52	16-17	45	55	17-18	48	58	18-19	48	55	19-20	48	55
Year	NWOSU Score	Target Score																								
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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>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>60</td> </tr> <tr> <td>15-16</td> <td>38</td> <td>52</td> </tr> <tr> <td>16-17</td> <td>45</td> <td>51</td> </tr> <tr> <td>17-18</td> <td>48</td> <td>51</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>52</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	45	60	15-16	38	52	16-17	45	51	17-18	48	51	18-19	48	52	19-20	48	58
Year	NWOSU Score	Target Score																								
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18-19	48	52																								
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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. During the self-study year would be a good opportunity to remove unnecessary or irrelevant measurements.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <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>43</td> <td>54</td> </tr> </tbody> </table>	Year	NWOSU	Target	F14	47	54	SP15	43	54
Year	NWOSU	Target												
F14	47	54												
SP15	43	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 rebounded from a major drop in AY16-17 to near their original level.	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>Academic Year</th> <th>NWOSU Performance Percentile</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>52</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>60</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Performance Percentile	Target	14-15	70	50	15-16	58	50	16-17	30	50	17-18	52	50	18-19	50	50	19-20	60	50
Academic Year	NWOSU Performance Percentile	Target																								
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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. 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. 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>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</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	55	19-20	50	55
Year	NWOSU	Target																								
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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)	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. 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. 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>52</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</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	52	19-20	50	55
Year	NWOSU	Target																								
14-15	72	58																								
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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. 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. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting 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>52</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>52</td> </tr> <tr> <td>19-20</td> <td>44</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	52	15-16	52	52	16-17	78	52	17-18	45	52	18-19	42	52	19-20	44	52
Year	NWOSU	Target																								
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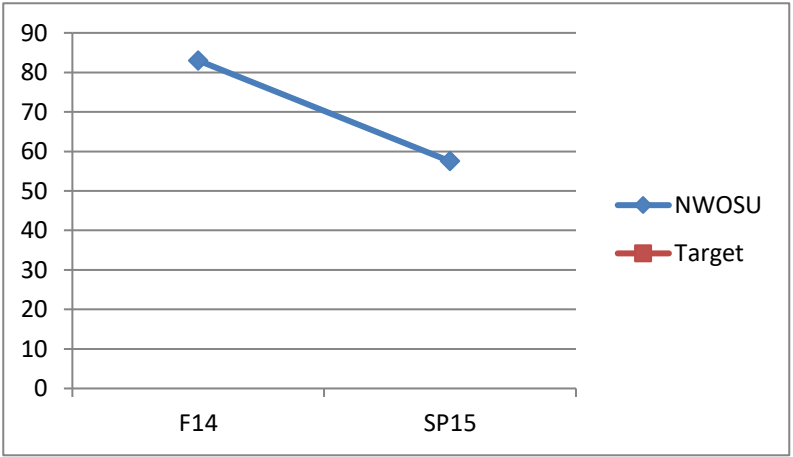
Measure 5

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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. 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. Watch for a trend to develop.	<p style="text-align: center;">Accounting Statements</p> <table border="1"> <caption>Accounting Statements 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>55</td> </tr> <tr> <td>15-16</td> <td>50</td> <td>50</td> </tr> <tr> <td>16-17</td> <td>78</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>45</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>44</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	70	55	15-16	50	50	16-17	78	60	17-18	45	50	18-19	42	55	19-20	44	55
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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. During self-study year would be a good opportunity to identify measurements that are no longer relevant.	<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</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>60</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	60	SP15	58	60
Year	NWOSU Score	Target												
F14	82	60												
SP15	58	60												

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.	No results to analyze.	Remove measurement from future assessment reports.	<p>The graph displays two data series over six academic years (14-15 to 19-20). The Y-axis represents scores from 0 to 90. The 'NWOSU' series (blue diamonds) remains constant at 0. The 'Target' series (red squares) remains constant at 80.</p> <table border="1"> <caption>Accounting Minors vs. non-Accounting 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>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> <tr> <td>19-20</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	0	80	15-16	0	80	16-17	0	80	17-18	0	80	18-19	0	80	19-20	0	80
Year	NWOSU Score	Target Score																								
14-15	0	80																								
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18-19	0	80																								
19-20	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																								
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Management Minors vs. non-Management Minor Frequency																					
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 fluctuate unevenly.	The small number of students within each minor varies so drastically that no reasonable conclusion can be made.	No action to take as scores have been inconsistent.	<table border="1"> <caption>Management Minors vs. non-Management Minor Frequency</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</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> <tr> <td>19-20</td> <td>53</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	50	80	15-16	56	80	16-17	62	80	17-18	14	80	18-19	57	80	19-20	53	80
Year	NWOSU	Target																								
14-15	50	80																								
15-16	56	80																								
16-17	62	80																								
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18-19	57	80																								
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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	Scores fluctuate unevenly.	The small number of students within each minor varies so drastically that no reasonable conclusion can be made.	Declared minors have decreased in almost all areas except for General Business so might need to consider removing specific minor content per	<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> <tr> <td>19-20</td> <td>33</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	19-20	33	80
Year	NWOSU	Target																								
14-15	63	80																								
15-16	58	80																								
16-17	50	80																								
17-18	36	80																								
18-19	90	80																								
19-20	33	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> <tr> <td>19-20</td> <td>58</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	19-20	58	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																								
19-20	58	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> <tr> <td>19-20</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	19-20	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																								
19-20	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 fluctuate but remain near average except for AY15-16. Scores are below target.	Written assignments were added throughout the curriculum a few years ago. Some students remain unskilled in some of the finer tools and functions of MW 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>Academic Year</th> <th>NWOSU Score (%)</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>14-15</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> <tr> <td>19-20</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score (%)	Target (%)	14-15	65	80	15-16	95	80	16-17	65	80	17-18	70	80	18-19	60	80	19-20	75	80
Academic Year	NWOSU Score (%)	Target (%)																								
14-15	65	80																								
15-16	95	80																								
16-17	65	80																								
17-18	70	80																								
18-19	60	80																								
19-20	75	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 6 years. A potential trend of declining scores over the past three years.	PPT assignments were required throughout the curriculum and program. Many courses now require a PPT assignment at either the individual or team level. Decline in scores due to students not submitting assignments as required.	No action to be taken.	<table border="1"> <caption>PPT Skills: 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>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> <tr> <td>19-20</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	25	80	15-16	100	80	16-17	100	80	17-18	100	80	18-19	90	80	19-20	75	80
Year	NWOSU Score	Target Score																								
14-15	25	80																								
15-16	100	80																								
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17-18	100	80																								
18-19	90	80																								
19-20	75	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 has changed effective AY19-20. No data collected for AY19-20.	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>60</td> <td>80</td> </tr> <tr> <td>15-16</td> <td>65</td> <td>80</td> </tr> <tr> <td>16-17</td> <td>63</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> <tr> <td>19-20</td> <td>0</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	60	80	15-16	65	80	16-17	63	80	17-18	66	80	18-19	70	80	19-20	0	80
Year	NWOSU Score	Target Score																								
14-15	60	80																								
15-16	65	80																								
16-17	63	80																								
17-18	66	80																								
18-19	70	80																								
19-20	0	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 scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	Faculty can look further into the results and see what might have caused the spike of scores for two consecutive years.	<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>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> <tr> <td>19-20</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	19-20	49	55
Year	NWOSU Score	Target Score																								
14-15	50	60																								
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17-18	62	60																								
18-19	49	55																								
19-20	49	55																								

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 scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	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>57</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>57</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>57</td> </tr> <tr> <td>17-18</td> <td>60</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>57</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	57	15-16	55	57	16-17	60	57	17-18	60	57	18-19	48	57	19-20	50	55
Year	NWOSU Score	Target Score																								
14-15	50	57																								
15-16	55	57																								
16-17	60	57																								
17-18	60	57																								
18-19	48	57																								
19-20	50	55																								

3) Graduating students should recognize ethical conduct in Business.

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)	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 scored above the target for two years, then returned to what appears to be a normal level for NWOSU students.	Scores appear above the target level for two consecutive years then return to a more predictable level near the 50 th percentile level.	No action to be 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>50</td> <td>55</td> </tr> <tr> <td>15-16</td> <td>55</td> <td>55</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>58</td> </tr> <tr> <td>17-18</td> <td>62</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	14-15	50	55	15-16	55	55	16-17	60	58	17-18	62	55	18-19	48	55	19-20	50	55
Year	NWOSU Score	Target Score																								
14-15	50	55																								
15-16	55	55																								
16-17	60	58																								
17-18	62	55																								
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 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 consistently below target.	Scores have returned closer to the moving average of 50, yet remain below the target.	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> <tr> <td>19-20</td> <td>49</td> <td>55</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	19-20	49	55
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																								
19-20	49	55																								

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.	Scores have returned closer to the moving average of 50, yet remain below the target.	No action to be 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>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> <tr> <td>19-20</td> <td>49</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	19-20	49	55
Year	NWOSU Score	Target Score																								
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17-18	46	57																								
18-19	48	55																								
19-20	49	55																								

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"> <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="1100 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)
The institution frequency correct score will be above the frequency correct score of all ACBSP 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;"> <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 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;"> <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; 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 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;"> No Technical Management major has taken both the pre-test and the post-test. </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. AY19-20, N=1, an invalid & unreliable cohort measurement.	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</th> <th>Target</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> <tr> <td>19-20</td> <td>100</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0	50	18-19	0	50	19-20	100
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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)	Business Ethics: Technical Management																					
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	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. AY19-20, N=1, an invalid & unreliable cohort measurement.	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>Academic 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> <tr> <td>19-20</td> <td>100</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	60	50	15-16	0	50	16-17	60	50	17-18	0	50	18-19	0	50	19-20	100	50
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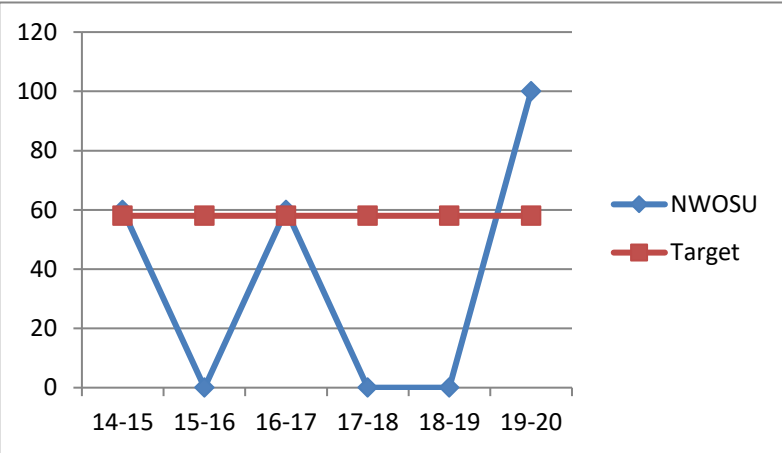
Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	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. AY19-20, N=1, an invalid & unreliable cohort measurement.	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>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>60</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>60</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60	16-17	60	60	17-18	0	60	18-19	0	60	19-20	100
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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)	Business Ethics: Technical Management																					
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities 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. AY19-20, N=1, an invalid & unreliable cohort measurement.	Assessment committee will need to consider withdrawing this assessment from the report.	 <table border="1" data-bbox="1129 477 1906 927"> <caption>Business Ethics: Technical Management 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>60</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>60</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>60</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60	16-17	60	60	17-18	0	60	18-19	0	60	19-20	100	60
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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. AY19-20, N=1, an invalid & unreliable cohort measurement.	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>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>14-15</td> <td>60</td> <td>60</td> </tr> <tr> <td>15-16</td> <td>0</td> <td>60</td> </tr> <tr> <td>16-17</td> <td>60</td> <td>60</td> </tr> <tr> <td>17-18</td> <td>0</td> <td>60</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>60</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>60</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	14-15	60	60	15-16	0	60	16-17	60	60	17-18	0	60	18-19	0	60	19-20	100
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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> <tr> <td>19-20</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	19-20	0	0
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APPENDIX 1

In Spring 2014, Peregrine Academic Services assessment test (PAS) became the instrument for measuring student performance. The PAS is a good fit for NWOSU-DOB 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

After six consecutive years of using the PAS and three years of no curriculum changes, outcomes have a commonality of inputs and output measurements that will provide a meaningful and reliable review and analysis. This structural consistency establishes a foundation upon which a reliable benchmark can be established.