

Northwestern

OKLAHOMA STATE UNIVERSITY

DIVISION OF BUSINESS

**AY 2021-2022
ASSESSMENT REPORT**

Issued: Fall 2022

The 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 instrumental to 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. This approach has been used with only minor changes since the 2014-2015 academic year (See Appendix 1). To coincide with the ACBSP Reaffirmation process (and the 2021-2022 Self-Study Year), the decision was made to thoroughly review our Program Assessment processes, and make changes to the process, in the spirit of continuous improvement.

Program Outcomes for All Division of Business

1. Graduating students should have basic knowledge of the 12/13 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		Results of Action Taken (occurs in the following year)																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	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, with the exception of a steep increase in scores in 21-22. This score is still below target.	Score reflects students' knowledge after all core courses are completed. Significant Faculty churn has taken place over the past five years. Wait to see if the higher score in 21-22 is an anomaly, or a positive trend.	Take no action until after the 22-23 Report. Monitor for trend.	<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> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>15%</td> <td>60%</td> </tr> <tr> <td>18-19</td> <td>4%</td> <td>60%</td> </tr> <tr> <td>19-20</td> <td>13%</td> <td>60%</td> </tr> <tr> <td>20-21</td> <td>17%</td> <td>60%</td> </tr> <tr> <td>21-22</td> <td>54%</td> <td>60%</td> </tr> </tbody> </table>	Year	% At or above 50th Percentile	Target	17-18	15%	60%	18-19	4%	60%	19-20	13%	60%	20-21	17%	60%	21-22	54%	60%
Year	% At or above 50th Percentile	Target																					
17-18	15%	60%																					
18-19	4%	60%																					
19-20	13%	60%																					
20-21	17%	60%																					
21-22	54%	60%																					

1. Graduating students should have basic knowledge of the 12/13 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 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. NWOSU scores are slightly lower, but do seem to follow that positive trend.	Scores are expected to mirror one another over the long term if external forces are not a significant factor. Since the Region 6 and NWOSU scores are close, and tend to follow Region 6 scores, no major action will be taken.	Continue to monitor for trend and/or match with Region 6 scores.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP Region 6</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>60</td> </tr> <tr> <td>20-21</td> <td>45</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	52	18-19	42	55	19-20	48	60	20-21	45	58	21-22	48	60
Year	NWOSU	Target																					
17-18	45	52																					
18-19	42	55																					
19-20	48	60																					
20-21	45	58																					
21-22	48	60																					

1. Graduating students should have basic knowledge of the 12/13 disciplines of the ACBSP Undergraduate Common Professional Component.

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. ACBSP																		
The institution mean PAS score will be above all ACBSP institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring slightly below all ACBSP schools over the entire period, but the scores do seem to follow the ACBSP trends.	The results are similar between NWOSU performance and target numbers over the long-term trends so factors affecting outcomes are likely external or national rather than internal.	Continue to monitor for trend and/or match with ACBSP-Inst. scores.	<table border="1"> <caption>NWOSU Mean Scores vs. ACBSP</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>51</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>44</td> <td>53</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	44	53	18-19	41	51	19-20	47	55	20-21	44	53	21-22	47	56
Year	NWOSU	Target																					
17-18	44	53																					
18-19	41	51																					
19-20	47	55																					
20-21	44	53																					
21-22	47	56																					

1. Graduating students should have basic knowledge of the 12/13 disciplines of the ACBSP Undergraduate Common Professional Component.

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

Measure 4

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. Publicly Owned Institutions																		
The institution mean PAS score will be above all publicly owned (PO) institutions.	Peregrine Assessment Test Direct External Summative Comparative	NWOSU students are scoring below PO institutions. over the entire period, however the difference is small, and the scores do tend to mirror the National scores.	The results are similar between NWOSU performance and target numbers over the long-term trends so factors affecting outcomes are likely external or national rather than internal. Since the Region PO and NWOSU scores are close, and tend to follow PO scores, no major action will be taken.	Continue to monitor for trend and/or match with PO scores.	<table border="1"> <caption>NWOSU Mean Scores vs. Publicly Owned Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>44</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>41</td> <td>52</td> </tr> <tr> <td>19-20</td> <td>47</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>44</td> <td>54</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	44	53	18-19	41	52	19-20	47	56	20-21	44	54	21-22	47	56
Year	NWOSU	Target																					
17-18	44	53																					
18-19	41	52																					
19-20	47	56																					
20-21	44	54																					
21-22	47	56																					

1. Graduating students should have basic knowledge of the 12/13 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 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 period, however the scores are close and tend to follow the same trend at US.	The results are similar between NWOSU performance and target numbers over the long-term trends so factors affecting outcomes are likely external or national rather than internal. Since the US and NWOSU scores are close, and tend to follow US scores, no major action will be taken.	Continue to monitor for trend and/or match with US scores.	<table border="1"> <caption>NWOSU Mean Scores vs. US Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>44</td> <td>53</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	52	18-19	42	54	19-20	48	56	20-21	44	53	21-22	48	58
Year	NWOSU	Target																					
17-18	45	52																					
18-19	42	54																					
19-20	48	56																					
20-21	44	53																					
21-22	48	58																					

1. Graduating students should have basic knowledge of the 12/13 disciplines of the ACBSP Undergraduate Common Professional Component.

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

Measure 6

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	NWOSU Mean Scores vs. International Institutions									
The institution mean PAS score will be above all institutions outside US.	Peregrine Assessment Test Direct External Summative Comparative	Performance is similar to target.	International comparative data is not available.	Remove from report as information is no longer available or relevant.	<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 time points: F14 and SP15. The Y-axis represents mean scores from 0 to 60. NWOSU scores are 48.68 at F14 and 46.43 at SP15. The Target score is constant at 46.43.</p> <table border="1"> <caption>NWOSU Mean Scores vs. International Institutions</caption> <thead> <tr> <th>Time Point</th> <th>NWOSU Mean Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>48.68</td> <td>46.43</td> </tr> <tr> <td>SP15</td> <td>46.43</td> <td>46.43</td> </tr> </tbody> </table>	Time Point	NWOSU Mean Score	Target	F14	48.68	46.43	SP15	46.43	46.43
Time Point	NWOSU Mean Score	Target												
F14	48.68	46.43												
SP15	46.43	46.43												

NOTE: This measure has been removed, and will no longer be included in future reports.

1. Graduating students should have basic knowledge of the 13 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 12/13 CPC																		
In 12/13 CPC indicators collectively at or above median score	Peregrine Assessment Test Direct External Summative Comparative	A maximum of two areas have scored above the Means in the last five years: This occurred in 2021-2022.	This measure should be reexamined, and modified or possible deleted.	2022-2023 Assessment Committee will modify and/or recommend deletion of this measure going forward.	<table border="1"> <caption>NWOSU scores above median in 12/13 CPC</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>0</td> <td>12</td> </tr> <tr> <td>21-22</td> <td>2</td> <td>12</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	17-18	0	12	18-19	1	12	19-20	0	12	20-21	0	12	21-22	2	12
Year	NWOSU Score	Target																					
17-18	0	12																					
18-19	1	12																					
19-20	0	12																					
20-21	0	12																					
21-22	2	12																					

NOTE: The two scores exceeding ACBSP avg's are: Microeconomics (52.2 vs. 48.97) and Statement of Cash Flows (53.9 vs. 51.01)

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.	<p>Research presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1)</p> <p>Direct Formative Internal</p>	Performance has improved over the previous 5 years with a significant decrease in 19-20, but a substantial increase in 20-21.	<p>Adding a presentation to the course requirements has improved student performance. Presentations in the capstone course were noticeably superior to previous cohorts of students. The course was taken over by a new faculty member, which may have caused the temporary drop. The big drop for 19-20 seems to be an anomaly. Scores are almost back to where they were (on target) in previous years.</p>	<p>No changes are to be made. Continue to monitor for decline.</p> <p>2022-2023 Assessment Committee will modify and/or recommend deletion or demotion of this measure.</p>	<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>17-18</td> <td>82</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> <tr> <td>20-21</td> <td>65</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>60</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	82	80	18-19	80	80	19-20	35	80	20-21	65	80	21-22	60	80
Year	NWOSU	Target																					
17-18	82	80																					
18-19	80	80																					
19-20	35	80																					
20-21	65	80																					
21-22	60	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 Comm. Assessment Rubric (Plan Attachment 2) Direct Formative Internal	Performance is above target in three years out of five. A change in the written assignment and its formatting may be a contributing factor.	Improved scores after 18-19 may be related to the change in instrument, not an improvement in student performance. Cross-Cultural Management was dropped from the Business Core for 2020-2021. It is now an upper-division elective.	This measure will be dropped going forward, as the course is no longer in the Business Core.	<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>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>88</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>82</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>85</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	62	80	18-19	58	80	19-20	88	80	20-21	82	80	21-22	85	80
Year	NWOSU	Target																					
17-18	62	80																					
18-19	58	80																					
19-20	88	80																					
20-21	82	80																					
21-22	85	80																					

NOTE: This measure has been removed, and will no longer be included in future reports.

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 scores have been erratic over the past 4/5 years.	The higher scores in 20-21 are attributed to: more time spent in class, and more detailed instructions provided in assignment description on how to format and write in a professional manner. No data for 2021-2022. See note below.	Continue with assignment description and illustrations in class. Continue to monitor scores. Revised Assessment Process will obtain data before instructors leave in the Fall semester.	<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</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>75</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	17-18	72	80	18-19	80	80	19-20	48	80	20-21	75	80	21-22	No Data	80
Year	NWOSU Score	Target																					
17-18	72	80																					
18-19	80	80																					
19-20	48	80																					
20-21	75	80																					
21-22	No Data	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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		Oral Communication: MGMT4433																			
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken																			
80% of the students must score at or higher than acceptable on a faculty-approved rubric.	Stockholder presentations were assessed by faculty using the Presentation Assessment Rubric (Plan Attachment 1) Direct Summative Internal	Results are steady and at or near target levels.	Long-term results indicate that adding presentations in multiple classes has had an improvement overall, however, the performance of some traditional students has negatively affected outcomes. No data for 2021-2022. See note below.	Continue with no adjustments. Monitor for substantial change in scores. Revised Assessment Process will obtain data before instructors leave in the Fall semester.	<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>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> <tr> <td>20-21</td> <td>72</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	80	80	18-19	70	80	19-20	70	80	20-21	72	80	21-22	No Data	80
Year	NWOSU	Target																					
17-18	80	80																					
18-19	70	80																					
19-20	70	80																					
20-21	72	80																					
21-22	No Data	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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																							
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: MGMT3063																		
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 at or near target, with a significant decrease in AY18-19. AY19-20 and AY20-21 saw significant improvements in scores. AY 21-22 drop probably due to an outlier (low score in one online class: 40%)	Student performance has improved in 19-20 and 20-21. Changes to the content and assignment were done in previous years which may be influencing the measurable outcome. New faculty member hired in 18-19 may be a factor in improved scores.	No changes recommended. Continue to monitor for trend.	<table border="1" style="display: none;"> <caption>Critical Thinking: MGMT3063 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score (%)</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>70</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score (%)	Target (%)	17-18	70	80	18-19	50	80	19-20	80	80	20-21	80	80	21-22	68	80
Year	NWOSU Score (%)	Target (%)																					
17-18	70	80																					
18-19	50	80																					
19-20	80	80																					
20-21	80	80																					
21-22	68	80																					

NOTE: The composite score (67.5) was an average of four MGMT 3063 classes. The respective scores were: 75%, 80%, 40% and 75%.

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	A steady improvement in outcomes is reflected over the past several years.	More critical thinking skills and a review and in-class example of how to read case studies and identify key issues has been added. No data for 2021-2022. See note below.	Continue to keep in-class illustrations and examples. Continue to monitor for trend. Revised Assessment Process will obtain data before instructors leave in the Fall semester.	<table border="1"> <caption>Critical Thinking: MGMT4433 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Performance</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>42</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>38</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>58</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance	Target	17-18	42	80	18-19	38	80	19-20	48	80	20-21	58	80	21-22	No Data	80
Year	NWOSU Performance	Target																					
17-18	42	80																					
18-19	38	80																					
19-20	48	80																					
20-21	58	80																					
21-22	No Data	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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 has remained at or near target. No data for 21-22 as MKTG instructors either used no simulations, or individual simulations.	Performance has remained steady, with little fluctuation. Some instructors have used an individual simulation and/or presentation instead of a group presentation. The disparate exercises that have been use by different instructors makes this measure problematic. Consider moving this outcome to a course-level instead of Program-level.	2022-2023 Assessment Committee will modify and/or recommend deletion of this measure going forward.	<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>17-18</td> <td>75</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>80</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>78</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Performance	Target	17-18	75	80	18-19	80	80	19-20	78	80	20-21	80	80	21-22	80	80
Year	NWOSU Performance	Target																					
17-18	75	80																					
18-19	80	80																					
19-20	78	80																					
20-21	80	80																					
21-22	80	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, AY20-21 shows performance above target.	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. New "Town-Hall" format introduced in 19-20.	Continue with Town-Hall format. Continue to monitor trend.	<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>17-18</td> <td>90</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> <tr> <td>20-21</td> <td>88</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>92</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	90	80	18-19	68	80	19-20	82	80	20-21	88	80	21-22	92	80
Academic Year	NWOSU Score	Target Score																					
17-18	90	80																					
18-19	68	80																					
19-20	82	80																					
20-21	88	80																					
21-22	92	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	For SP20, FA20, and SP21, the chaos from COVID affected participation and scores. Team members evaluated their team members much lower than previous semesters. Non-traditional students were highly critical of their Alva/Enid campus-based students.	No action to be taken and see if normal patterns return. A new instructor was tasked with teaching the capstone class: Fall, 2022.	No change. Monitor for improved scores.	<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>17-18</td> <td>88</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>95</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>68</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	88	80	18-19	95	80	19-20	72	80	20-21	48	80	21-22	68	80
Year	NWOSU Score	Target Score																					
17-18	88	80																					
18-19	95	80																					
19-20	72	80																					
20-21	48	80																					
21-22	68	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 are close to target, and have improved since 17-18.	No action to be taken. Analysis indicates that non-traditional students or students who work regularly are making a positive effect upon aggregate scores.	No action to be taken. Monitor for trend.	<table border="1"> <caption>Leadership Skills: MGMT4433 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>15</td> <td>52</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> <tr> <td>20-21</td> <td>62</td> <td>54</td> </tr> <tr> <td>21-22</td> <td>42</td> <td>52</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	15	52	18-19	50	56	19-20	50	58	20-21	62	54	21-22	42	52
Year	NWOSU	Target																					
17-18	15	52																					
18-19	50	56																					
19-20	50	58																					
20-21	62	54																					
21-22	42	52																					

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 scores are slightly lower, but do come close, and mirror ACBSP Region 6 scores.	Scores have remained consistent for most testing periods. Upticks in Region 6 scores are similar to those by NWOSU students. Over the last 5 years, score have improved slightly.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. ACBSP Region 6 Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>45</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>52</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	45	50	18-19	48	55	19-20	50	58	20-21	48	58	21-22	52	60
Year	NWOSU Score	Target Score																					
17-18	45	50																					
18-19	48	55																					
19-20	50	58																					
20-21	48	58																					
21-22	52	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 scores are slightly lower, but do come close, and mirror ACBSP all scores.	Scores have remained fairly consistent for 5 years. Upticks in ACBSP scores are similar to those by NWOSU students. Over the time period, scores have increased slightly.	No change to report. Monitor for trend.	<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>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>58</td> </tr> <tr> <td>19-20</td> <td>55</td> <td>60</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	45	55	18-19	50	58	19-20	55	60	20-21	50	58	21-22	55	60
Year	NWOSU Score	Target Score																					
17-18	45	55																					
18-19	50	58																					
19-20	55	60																					
20-21	50	58																					
21-22	55	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 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 scores are slightly below, but seem to mirror scores from all Public Institutions.	Scores have remained consistent for 5 years. Upticks in ACBSP scores are similar to those by NWOSU students. Over the time period, scores have increased slightly.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. Public Institutions</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>44</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>56</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>56</td> </tr> <tr> <td>21-22</td> <td>52</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	44	52	18-19	48	56	19-20	50	58	20-21	48	56	21-22	52	58
Year	NWOSU	Target																					
17-18	44	52																					
18-19	48	56																					
19-20	50	58																					
20-21	48	56																					
21-22	52	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 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 scores are slightly below, but seem to mirror scores from Public Institutions inside the US.	Scores have remained consistent for six testing periods. Upticks in "Inside the US" scores are similar to those by NWOSU students. Over the time period, scores have increased slightly.	No change to report. Monitor for trend.	<table border="1"> <caption>Leadership Skills vs. Public Institutions Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>52</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>56</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	52	18-19	50	54	19-20	52	58	20-21	48	56	21-22	55	60
Year	NWOSU	Target																					
17-18	45	52																					
18-19	50	54																					
19-20	52	58																					
20-21	48	56																					
21-22	55	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 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 target.	International comparative data is no longer available.	Remove from report as information is no longer available or relevant.	<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												

NOTE: This measure has been removed, and will no longer be included in future reports.

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, while 19-20 and 20-21 are substantially higher.	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. Scores from 19-20 and 20-21 suggest continued improvement in scores.	No changes for 2021-2022. Continue to monitor for decline. 2022-2023 Assessment Committee will modify and/or recommend deletion or demotion of this measure going forward.	<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>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> <tr> <td>20-21</td> <td>72</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>64</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	61	80	18-19	16	80	19-20	65	80	20-21	72	80	21-22	64	80
Year	NWOSU Score	Target Score																					
17-18	61	80																					
18-19	16	80																					
19-20	65	80																					
20-21	72	80																					
21-22	64	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 peak in 19-20 is denoted as an anomaly as scores returned to typical levels for 20-21. No data for 2021-2022. See note below.	AY19-20 scores may be contributed to COVID as students had more time and fewer distractions. The scores in 20-21 are closer to normal but are still trending significantly lower than the target score.	No action to be taken. 2022-2023 Assessment Committee will modify and/or recommend deletion or demotion of this measure going forward. Revised Assessment Process will obtain data before instructors leave in the Fall semester.	<p>Ethical Decision Making</p> <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>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> <tr> <td>20-21</td> <td>35</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	45	80	18-19	38	80	19-20	72	80	20-21	35	80	21-22	No Data	80
Year	NWOSU Score	Target Score																					
17-18	45	80																					
18-19	38	80																					
19-20	72	80																					
20-21	35	80																					
21-22	No Data	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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	With the exception of 17-18 score, Trend is relatively consistent and close to target score for 5 consecutive years.	Scores have remained consistent for 4 years. Take no action.	Monitor for trend.	<p>Ethical Decision Making</p> <table border="1"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>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>49</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>43</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	68	50	18-19	48	50	19-20	49	50	20-21	43	50	21-22	48	50
Year	NWOSU Score	Target Score																					
17-18	68	50																					
18-19	48	50																					
19-20	49	50																					
20-21	43	50																					
21-22	48	50																					

NOTE: Score for 2021/2022 is the average of the scores for NWOSU BBA Majors (57.14) and ACCT Majors (38.88)

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	NWOSU student scores are slightly below, but seem to mirror scores from Region 6 Institutions.	Scores have remained consistent for 5 years. Upticks in Region 6 scores are similar to those by NWOSU students. Over the time period, scores have increased slightly.	No change to report. Monitor for trend.	<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>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>48</td> <td>58</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>62</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	45	50	18-19	45	55	19-20	48	58	20-21	48	58	21-22	55	62
Year	NWOSU Score	Target Score																					
17-18	45	50																					
18-19	45	55																					
19-20	48	58																					
20-21	48	58																					
21-22	55	62																					

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	Scores have remained consistent over the past 5 years. The gap between NWOSU scores and all ACBSP scores is closing. Scores show slight improvement over 5 years.	The trend shows consistent near-target performance.	No action. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>58</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	46	54	18-19	48	54	19-20	49	55	20-21	50	55	21-22	58	58
Year	NWOSU Score	Target Score																					
17-18	46	54																					
18-19	48	54																					
19-20	49	55																					
20-21	50	55																					
21-22	58	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 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	Scores have remained consistent over the past 5 years. The gap between NWOSU scores and all PI scores is closing. Scores show slight improvement over 5 years.	The trend shows consistent near-target performance.	No action. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<p>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>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>54</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>58</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	52	18-19	48	53	19-20	49	54	20-21	50	55	21-22	58	60
Year	NWOSU	Target																					
17-18	45	52																					
18-19	48	53																					
19-20	49	54																					
20-21	50	55																					
21-22	58	60																					

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																		
<p>The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.</p>	<p>PAS Direct Summative External</p>	<p>Scores have remained consistent over the past 5 years. The gap between NWOSU scores and all “inside the US” scores is closing. Scores show slight improvement over 5 years.</p>	<p>The trend shows consistent near-target performance.</p>	<p>No action. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.</p>	<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>17-18</td> <td>45</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>54</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	45	52	18-19	48	53	19-20	49	55	20-21	50	54	21-22	55	58
Year	NWOSU Score	Target Score																					
17-18	45	52																					
18-19	48	53																					
19-20	49	55																					
20-21	50	54																					
21-22	55	58																					

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

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

Measure 8

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethical Decisions vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	Two data points not enough to analyze.	International comparative data is no longer available.	Remove from report as information is no longer available or 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</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												

NOTE: This measure has been removed, and will no longer be included in future reports.

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		Critical Thinking 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.	MGMT 4433 Case analysis assessed using Case Analysis Assessment Rubric (Plan Attachment 3) Direct Summative Internal	Scores have fluctuated over the time period, but with a significant drop for AY20-21. No data for 2021-2022. See note below.	Large cohort and disruption of traditional class format and delivery may be the cause for the significant drop in scores. Faculty, assignments, and class format have not changed.	Take no action and see if outcomes return to more typical levels for AY22-23. Revised Assessment Process will obtain data before instructors leave in the Fall semester. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<table border="1"> <caption>Line Graph Data: Critical Thinking Skills: MGMT4433</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>80</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>68</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>80</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>42</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	80	80	18-19	68	80	19-20	80	80	20-21	42	80	21-22	80	80
Academic Year	NWOSU Score	Target Score																					
17-18	80	80																					
18-19	68	80																					
19-20	80	80																					
20-21	42	80																					
21-22	80	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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.	For many years, only adjunct faculty teach this course online and faculty member is never on campus. Also, there has been an unusually high rate of turnover in FT Accounting Faculty. In the last 3-year period, turnover has exceeded 100%.	This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<table border="1"> <caption>Accounting Software Skills: ACCT4133 Data</caption> <thead> <tr> <th>Year</th> <th>Target</th> <th>NWOSU</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	Target	NWOSU	17-18	80	80	18-19	80	80	19-20	80	80	20-21	80	80	21-22	80	80
Year	Target	NWOSU																					
17-18	80	80																					
18-19	80	80																					
19-20	80	80																					
20-21	80	80																					
21-22	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 now above 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 cause significant concern as scores improved in AY19-20 through 21-22.	<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>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> <tr> <td>20-21</td> <td>84</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>90</td> <td>80</td> </tr> </tbody> </table>		Academic Year	NWOSU Score	Target Score	17-18	78	80	18-19	58	80	19-20	82	80	20-21	84	80	21-22	90	80
Academic Year	NWOSU Score	Target Score																						
17-18	78	80																						
18-19	58	80																						
19-20	82	80																						
20-21	84	80																						
21-22	90	80																						

PROGRAM GOALS FOR ACCOUNTING MAJOR

1. Graduating students should have appropriate accounting software skills.

In ACCT 3133 Individual Income Tax there will be an income tax software-based project.

Measure 3

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Income Tax Software: ACCT3113																		
80% of the students will score at or higher than acceptable on a faculty-approved rubric	In ACCT 3133 Individual Income Tax there will be an income tax software-based project, as assessed using Income Tax Software Assessment Rubric (Plan Attachment 9) Direct Summative Internal	Scores have been erratic for five years. Scores in 19-20 dropped drastically. Instructors were same. Scores returned to above target for 2020-2021. Scores dropped again in 21-22.	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.	This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>17-18</td> <td>90</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> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>65</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	90	80	18-19	80	80	19-20	50	80	20-21	80	80	21-22	65	80
Year	NWOSU Score	Target Score																					
17-18	90	80																					
18-19	80	80																					
19-20	50	80																					
20-21	80	80																					
21-22	65	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			MS Word Competency: 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 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	Improvements in student scores have been consistent. No data for 2021-2022. See note below.	More written assignments with detailed instructions and guidance was provided in the assignment description. Additional assignments have been added in other classes as well.	Revised Assessment Process will obtain data before instructors leave in the Fall semester. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>17-18</td> <td>83</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>84</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>93</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>93</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	83	80	18-19	84	80	19-20	93	80	20-21	93	80	21-22	No Data	80
Year	NWOSU	Target																					
17-18	83	80																					
18-19	84	80																					
19-20	93	80																					
20-21	93	80																					
21-22	No Data	80																					

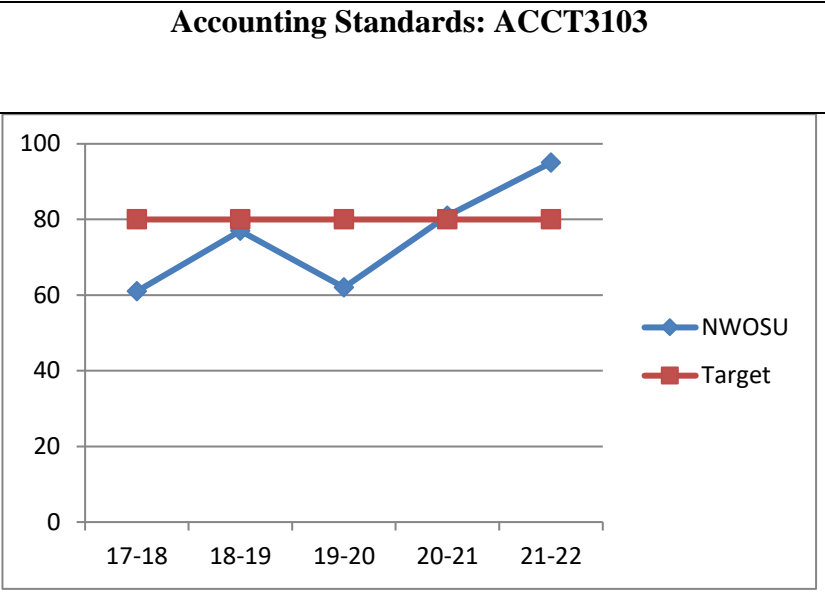
NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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				
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	Scores have been erratic, but positive trend since 18-19. New faculty member hired in 2019-2020 has improved scores on this measure. Score improved substantially in 20-21, and 21-22.	Students are improving in their scores over time. Faculty will wait to see if the scores continue upward. Unfortunately, the "new" ACCT faculty member has recently retired after two years with NWOSU.	Monitor for trend based on new faculty teaching the course.



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)	Accounting Standards: ACCT3113																		
80% of the students will score 80% or higher on the test.	Standards test in ACCT 3113 Direct Summative External	Performance was above target in all years except for 19-20. New faculty member in ACCT has seen improved scores to at or above target.	New faculty member was hired in AY19-20 to teach Intermediate II. Scores have continually improved. One data point (19-20) could be anomaly. Unfortunately, the “new” ACCT faculty member has recently retired after two years with NWOSU.	Monitor for trend based on new faculty teaching the course.	<table border="1"> <caption>Accounting Standards: ACCT3113 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>82</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>85</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	17-18	88	80	18-19	90	80	19-20	58	80	20-21	82	80	21-22	85	80
Year	NWOSU Score	Target																					
17-18	88	80																					
18-19	90	80																					
19-20	58	80																					
20-21	82	80																					
21-22	85	80																					

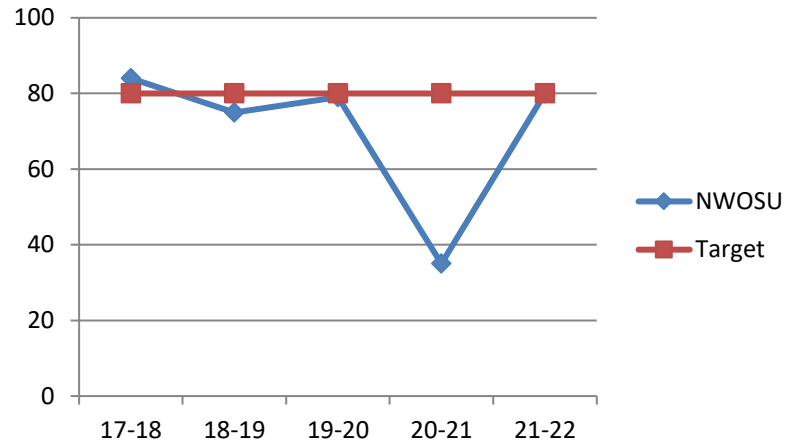
PROGRAM GOALS FOR ACCOUNTING MAJOR

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

Measure 3

Analysis of Results				
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)
80% of the students will score 80% or higher on the test.	Standards test in ACCT 4303 Direct Summative External	Scores are generally at or near target, with the exception of 20-21. Remote Adjunct Instructor used for AY 20-21. This instructor had many shortcomings, and was not invited back to teach at NWOSU in the future.	The extreme drop in scores for AY 20-21 is expected to be an anomaly. The score bouncing back in 21-22 supported that expectation.	<p>Change Instructor for course. Monitor for increase scores in future semesters.</p> <p>This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.</p>

Accounting Standards: ACCT4303



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	Scores have fluctuated with no detectable pattern of consistency.	No actual direct cause can be identified that would explain the fluctuation.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>45</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>40</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	17-18	65	50	18-19	50	50	19-20	65	50	20-21	45	50	21-22	40	50
Year	NWOSU Score	Target																					
17-18	65	50																					
18-19	50	50																					
19-20	65	50																					
20-21	45	50																					
21-22	40	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	Outcomes have jumped with no identifiable explanation.	ACBSP Region 6 scores did not appear on the report from PAS for 20-21 or 21-22.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>17-18</td> <td>50</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>56</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>59</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	50	58	18-19	50	56	19-20	50	59	20-21	65	58	21-22	55	58
Year	NWOSU Score	Target Score																					
17-18	50	58																					
18-19	50	56																					
19-20	50	59																					
20-21	65	58																					
21-22	55	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	Scores indicate a relatively stable trend over the previous 5 years. The 20-21 student scores exceeded the target score.	The AY 20-21 had a large cohort of good students who performed well in many areas. This could be a "population dynamic" that caused the score to increase temporarily.	No action taken. Monitor for trend.	<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>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>50</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>56</td> </tr> <tr> <td>21-22</td> <td>52</td> <td>58</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	50	52	18-19	50	54	19-20	48	55	20-21	65	56	21-22	52	58
Academic Year	NWOSU Score	Target Score																					
17-18	50	52																					
18-19	50	54																					
19-20	48	55																					
20-21	65	56																					
21-22	52	58																					

3) Graduating students should recognize ethical conduct in Accounting.

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

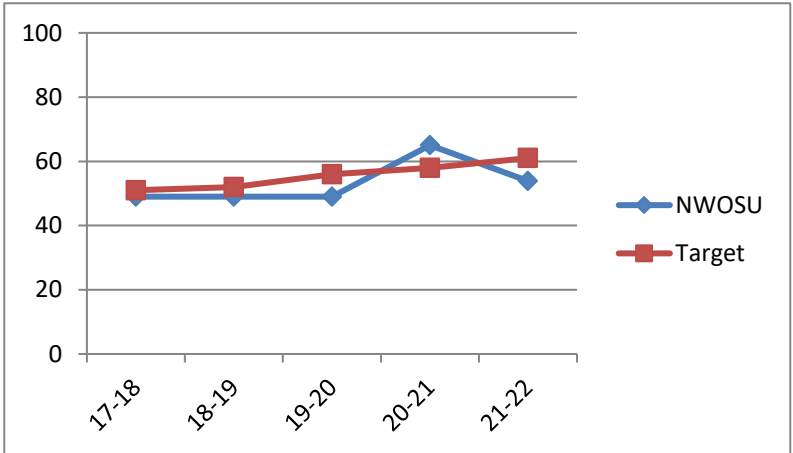
Measure 4

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	Scores indicate a relatively stable trend over the previous 5 years. The 20-21 student scores exceeded the target score.	The AY 20-21 had a large cohort of good students who performed well in many areas. This could be a "population dynamic" that caused the score to increase temporarily.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p> <table border="1"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>50</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>56</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>55</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	50	58	18-19	50	55	19-20	50	56	20-21	65	50	21-22	55	55
Academic Year	NWOSU Score	Target Score																					
17-18	50	58																					
18-19	50	55																					
19-20	50	56																					
20-21	65	50																					
21-22	55	55																					

3) Graduating students should recognize ethical conduct in Accounting.

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

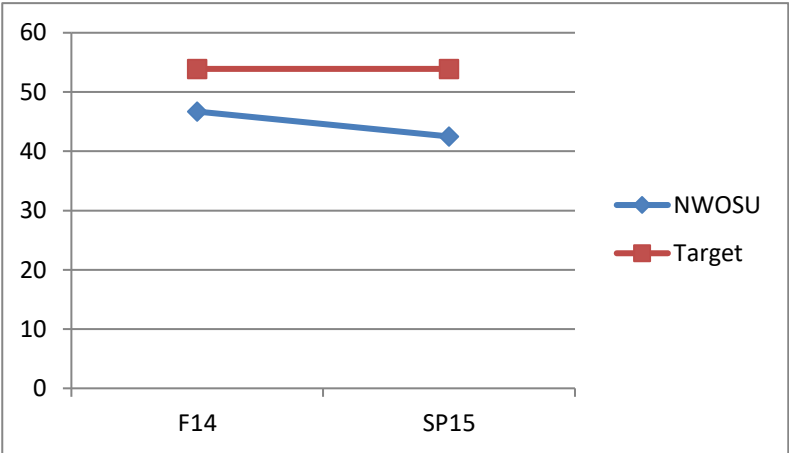
Measure 5

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	Scores indicate a relatively stable trend over the previous 5 years. The 20-21 student scores exceeded the target score.	The AY 20-21 had a large cohort of good students who performed well in many areas. This could be a “population dynamic” that caused the score to increase temporarily.	No action taken. Monitor for trend.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1029 418 1816 868"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>50</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>50</td> <td>53</td> </tr> <tr> <td>19-20</td> <td>50</td> <td>57</td> </tr> <tr> <td>20-21</td> <td>65</td> <td>58</td> </tr> <tr> <td>21-22</td> <td>55</td> <td>62</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	50	52	18-19	50	53	19-20	50	57	20-21	65	58	21-22	55	62
Academic Year	NWOSU Score	Target Score																					
17-18	50	52																					
18-19	50	53																					
19-20	50	57																					
20-21	65	58																					
21-22	55	62																					

3) Graduating students should recognize ethical conduct in Accounting.

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

Measure 6

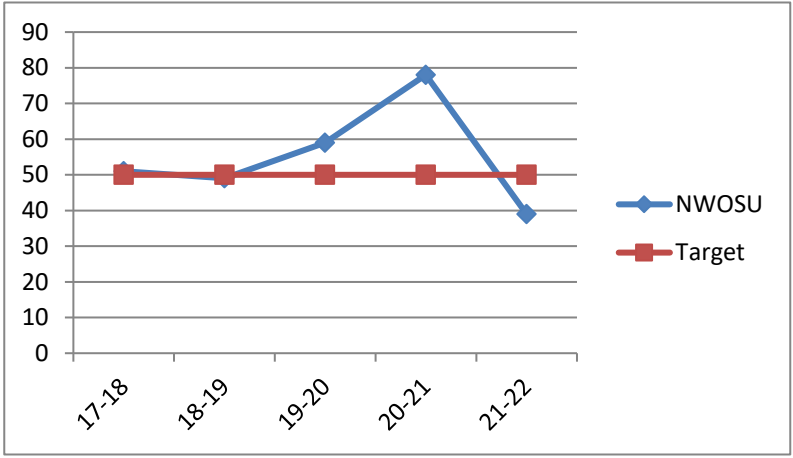
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Ethic Decisions: Accounting vs. non-US Institutions									
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	International data is not available.	No analysis.	Remove from plan and report going forward.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" data-bbox="1031 412 1814 862"> <caption>Ethical Decision Making Data</caption> <thead> <tr> <th>Time Point</th> <th>NWOSU Score</th> <th>Target Score</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>~47</td> <td>~54</td> </tr> <tr> <td>SP15</td> <td>~42</td> <td>~54</td> </tr> </tbody> </table>	Time Point	NWOSU Score	Target Score	F14	~47	~54	SP15	~42	~54
Time Point	NWOSU Score	Target Score												
F14	~47	~54												
SP15	~42	~54												

NOTE: This measure has been removed, and will no longer be included in future reports.

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 over the past 4 years. Low scores in 21-22 expected to be an anomaly.	Strong accounting instruction and the additional focus on key topics in many classes could be the cause of the improvements over time. Unfortunately, the “new” ACCT faculty member has recently retired after two years with NWOSU. No reasonable explanation for the low scores for 21-22. Same instructors in ACCT.	No action taken. Monitor for trend.	<p style="text-align: center;">Accounting Statements</p>  <table border="1" style="display: none;"> <caption>Accounting Statements Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>50</td> <td>50</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>50</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>50</td> </tr> <tr> <td>20-21</td> <td>78</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>38</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	50	50	18-19	48	50	19-20	58	50	20-21	78	50	21-22	38	50
Year	NWOSU	Target																					
17-18	50	50																					
18-19	48	50																					
19-20	58	50																					
20-21	78	50																					
21-22	38	50																					

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

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

Measure 2

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. ACBSP Region 6																		
On the Accounting section of the PAS assessment test, the testing cohort frequency correct score will be higher than the ACBSP Region 6 frequency correct score.	PAS Direct Summative External	Scores have been fairly consistent, but slightly below target.	ACBSP Region 6 scores not available from the PAS report for 20-21.	No action taken. Monitor for trend.	<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>17-18</td> <td>45</td> <td>53</td> </tr> <tr> <td>18-19</td> <td>40</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>48</td> <td>54</td> </tr> <tr> <td>20-21</td> <td>52</td> <td>52</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>56</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	53	18-19	40	55	19-20	48	54	20-21	52	52	21-22	47	56
Year	NWOSU	Target																					
17-18	45	53																					
18-19	40	55																					
19-20	48	54																					
20-21	52	52																					
21-22	47	56																					

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

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

Measure 3

Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Accounting Performance Frequency MGMT4433 vs. ACBSP																		
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	Scores have been fairly consistent, but slightly below target.	No identifiable reason for the stable trend.	No action taken. Monitor for trend.	<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>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>48</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>53</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	55	18-19	42	52	19-20	48	55	20-21	48	53	21-22	47	58
Year	NWOSU	Target																					
17-18	45	55																					
18-19	42	52																					
19-20	48	55																					
20-21	48	53																					
21-22	47	58																					

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

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

Measure 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. Scores are fairly stable over past 5 years.	A change in curriculum and class discussion has included more analysis and emphasis upon relevance and importance of financial statements. Target score spiked in 21-22. This makes the NWOSU scores seem worse by comparison.	No action taken. Monitor for trend.	<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>17-18</td> <td>45</td> <td>55</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>55</td> </tr> <tr> <td>19-20</td> <td>44</td> <td>54</td> </tr> <tr> <td>20-21</td> <td>48</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>58</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	45	55	18-19	42	55	19-20	44	54	20-21	48	50	21-22	47	58
Year	NWOSU	Target																					
17-18	45	55																					
18-19	42	55																					
19-20	44	54																					
20-21	48	50																					
21-22	47	58																					

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

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

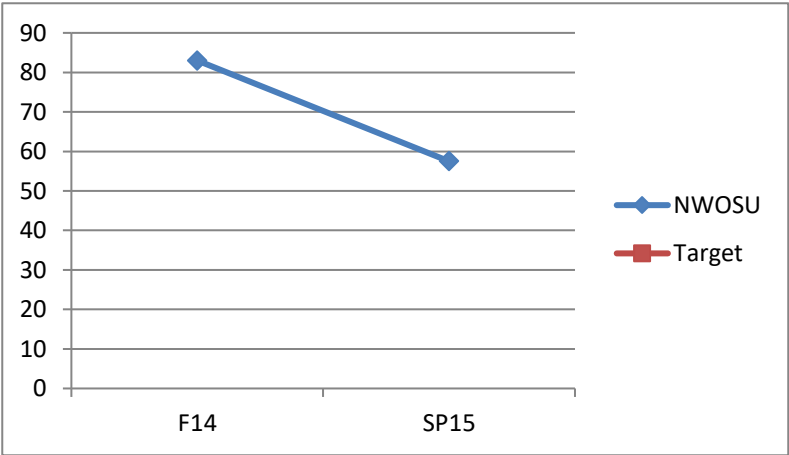
Measure 5

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. Scores are fairly stable over past 5 years.	A change in curriculum and class discussion has included more analysis and emphasis upon relevance and importance of financial statements.	No action taken. Monitor for trend.	<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>17-18</td> <td>46</td> <td>52</td> </tr> <tr> <td>18-19</td> <td>42</td> <td>54</td> </tr> <tr> <td>19-20</td> <td>44</td> <td>53</td> </tr> <tr> <td>20-21</td> <td>49</td> <td>54</td> </tr> <tr> <td>21-22</td> <td>47</td> <td>59</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	46	52	18-19	42	54	19-20	44	53	20-21	49	54	21-22	47	59
Year	NWOSU	Target																					
17-18	46	52																					
18-19	42	54																					
19-20	44	53																					
20-21	49	54																					
21-22	47	59																					

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)										
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.	Remove from plan and report going forward.	<p style="text-align: center;">Ethical Decision Making</p>  <table border="1" style="display: none;"> <caption>Data for Ethical Decision Making Graph</caption> <thead> <tr> <th>Year</th> <th>NWOSU Score</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>F14</td> <td>82</td> <td>40</td> </tr> <tr> <td>SP15</td> <td>58</td> <td>40</td> </tr> </tbody> </table>	Year	NWOSU Score	Target	F14	82	40	SP15	58	40
Year	NWOSU Score	Target												
F14	82	40												
SP15	58	40												

NOTE: This measure has been removed, and will no longer be included in future reports.

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. Only 1 student in 21-22.	No results to analyze.	This outcome measure will be modified or deleted in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>0</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>70</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	0	80	18-19	0	80	19-20	0	80	20-21	0	80	21-22	70	80
Year	NWOSU Score	Target Score																					
17-18	0	80																					
18-19	0	80																					
19-20	0	80																					
20-21	0	80																					
21-22	70	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 are erratic.	The small number of students within each minor per year, creates a situation where the scores vary so drastically that no reasonable conclusion can be made.	No action to take as scores have been inconsistent. This outcome measure may be modified or deleted in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>67</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>50</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	14	80	18-19	57	80	19-20	53	80	20-21	67	80	21-22	50	80
Year	NWOSU	Target																					
17-18	14	80																					
18-19	57	80																					
19-20	53	80																					
20-21	67	80																					
21-22	50	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – Marketing minor

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Marketing Minor vs. non-Marketing Minor Frequency																		
On the Management portion of the PAS test, 80% of the Marketing minors will score above the average frequency correct score of non-Marketing minor students taking the same exam.	PAS Test Direct Summative External	Scores are erratic.	The small number of students within each minor per year, creates a situation where the scores vary so drastically that no reasonable conclusion can be made.	Declared minors have decreased in almost all areas except for General Business. Might need to consider reevaluating how this outcome is measured.	<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>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> <tr> <td>20-21</td> <td>43</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>57</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	36	80	18-19	90	80	19-20	33	80	20-21	43	80	21-22	57	80
Year	NWOSU	Target																					
17-18	36	80																					
18-19	90	80																					
19-20	33	80																					
20-21	43	80																					
21-22	57	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

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

Measure 1 – 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	Scores are erratic.	The small number of students within each minor per year, creates a situation where the scores vary so drastically that no reasonable conclusion can be made.	Might need to consider reevaluating how this outcome is measured	<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>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>60</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>35</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>40</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	0	80	18-19	0	80	19-20	60	80	20-21	35	80	21-22	40	80
Year	NWOSU Score	Target Score																					
17-18	0	80																					
18-19	0	80																					
19-20	60	80																					
20-21	35	80																					
21-22	40	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																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Plan GBUS3613																		
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 have not followed the approved rubric or used it inconsistently from its original intent.	This outcome measure will be modified or deleted in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>80</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>80</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Mgmt	Target	17-18	80	80	18-19	80	80	19-20	80	80	20-21	80	80	21-22	80	80
Year	NWOSU Mgmt	Target																					
17-18	80	80																					
18-19	80	80																					
19-20	80	80																					
20-21	80	80																					
21-22	80	80																					

PROGRAM GOALS FOR BUSINESS ADMINISTRATION MAJOR

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

Measure 1

		Analysis of Results																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	MS Word Skills: MGMT4433																		
80% of the students must score at or higher than the acceptable on a faculty-approved rubric	Students will submit a written detailed analysis in MS Word (or compatible software) format using the MS Word Assessment Rubric (Plan Attachment 10) Direct Summative Internal	Scores have improved over the past few years. No data for 2021-2022. See note below.	Emphasis upon the specific features and in-class discussion and illustrations are covered in class.	Revised Assessment Process will obtain data before instructors leave in the Fall semester. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<table border="1"> <caption>MS Word Skills: MGMT4433 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>70</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>58</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>72</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>100</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>No Data</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	70	80	18-19	58	80	19-20	72	80	20-21	100	80	21-22	No Data	80
Year	NWOSU	Target																					
17-18	70	80																					
18-19	58	80																					
19-20	72	80																					
20-21	100	80																					
21-22	No Data	80																					

NOTE: No Data for 2021-2022. This is due to the sole instructor for Business Policy leaving suddenly in August, 2022. The instructor was contacted in September, 2022 and asked to supply the information, but has declined to do so.

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																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	PPT Skills: MGMT4433																		
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 at or above the target for the past 5 years.	PPT assignments were required throughout the curriculum and program. Many courses now require a PPT assignment at either the individual or team level. Dip in scores (19-20) due to students not submitting assignments as required.	No action to be taken. Monitor for trend.	<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>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> <tr> <td>20-21</td> <td>100</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>100</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	100	80	18-19	90	80	19-20	75	80	20-21	100	80	21-22	100	80
Year	NWOSU Score	Target Score																					
17-18	100	80																					
18-19	90	80																					
19-20	75	80																					
20-21	100	80																					
21-22	100	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																					
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Excel Skills: GBUS3753																		
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. Spring 2020 was unusually low at 38%. Scores jumped substantially for AY20-21.	Changes in curriculum, teaching methods have had some small incremental improvement in student skills. Faculty teaching GBUS3753 has changed effective AY19-20. Disruptions due to COVID-19 likely responsible for low score in AY 20-21.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<table border="1"> <caption>Excel Skills: GBUS3753 Performance Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>65</td> <td>80</td> </tr> <tr> <td>18-19</td> <td>70</td> <td>80</td> </tr> <tr> <td>19-20</td> <td>58</td> <td>80</td> </tr> <tr> <td>20-21</td> <td>82</td> <td>80</td> </tr> <tr> <td>21-22</td> <td>75</td> <td>80</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	65	80	18-19	70	80	19-20	58	80	20-21	82	80	21-22	75	80
Year	NWOSU	Target																					
17-18	65	80																					
18-19	70	80																					
19-20	58	80																					
20-21	82	80																					
21-22	75	80																					

3) Graduating students should recognize ethical conduct in Business.

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

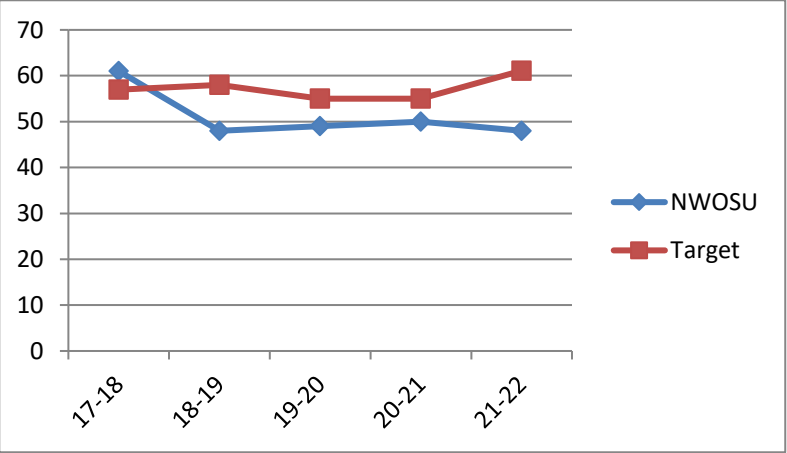
Measure 1

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 in 17-18. Scores for past 4 years are slightly below target.	No identifiable reason for the stable trend.	No action taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>17-18</td> <td>60</td> <td>55</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> <tr> <td>20-21</td> <td>48</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>55</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	60	55	18-19	48	55	19-20	48	55	20-21	48	55	21-22	48	55
Year	NWOSU Score	Target Score																					
17-18	60	55																					
18-19	48	55																					
19-20	48	55																					
20-21	48	55																					
21-22	48	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 17-18. Scores for past 4 years are slightly below target.	Target score spiked in 21-22. This makes the NWOSU scores seem worse by comparison.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<p>Ethical Decision Making</p>  <table border="1" data-bbox="1129 516 1911 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>17-18</td> <td>61</td> <td>57</td> </tr> <tr> <td>18-19</td> <td>48</td> <td>58</td> </tr> <tr> <td>19-20</td> <td>49</td> <td>55</td> </tr> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>61</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	61	57	18-19	48	58	19-20	49	55	20-21	50	55	21-22	48	61
Year	NWOSU Score	Target Score																					
17-18	61	57																					
18-19	48	58																					
19-20	49	55																					
20-21	50	55																					
21-22	48	61																					

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 17-18. Scores for past 4 years are slightly below target.	Target score spiked in 21-22. This makes the NWOSU scores seem worse by comparison.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>17-18</td> <td>61</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> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>59</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	61	54	18-19	48	54	19-20	49	55	20-21	50	55	21-22	48	59
Year	NWOSU Score	Target Score																					
17-18	61	54																					
18-19	48	54																					
19-20	49	55																					
20-21	50	55																					
21-22	48	59																					

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	Scores below the target for past 5 years.	No identifiable reason for the stable trend. Target score spiked in 21-22. This makes the NWOSU scores seem worse by comparison.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>50</td> <td>55</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>57</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	46	54	18-19	49	54	19-20	49	55	20-21	50	55	21-22	48	57
Year	NWOSU Score	Target Score																					
17-18	46	54																					
18-19	49	54																					
19-20	49	55																					
20-21	50	55																					
21-22	48	57																					

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	Scores below the target for past 5 years.	No identifiable reason for the stable trend. Target score spiked in 21-22. This makes the NWOSU scores seem worse by comparison.	No action to be taken. Monitor for trend. This outcome measure may be deleted or demoted to a course outcome in the 2022-2023 Program Assessment process.	<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>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> <tr> <td>20-21</td> <td>50</td> <td>56</td> </tr> <tr> <td>21-22</td> <td>48</td> <td>60</td> </tr> </tbody> </table>	Year	NWOSU Score	Target Score	17-18	46	57	18-19	48	55	19-20	49	55	20-21	50	56	21-22	48	60
Year	NWOSU Score	Target Score																					
17-18	46	57																					
18-19	48	55																					
19-20	49	55																					
20-21	50	56																					
21-22	48	60																					

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)										
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.	Remove from plan and report going forward.	<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												

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
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.	No critical mass of students to measure for analysis.	Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<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>

NOTE: There was 1 graduate in this program, but the student took the capstone course at Northeastern Oklahoma State University. No data available.

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
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	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.	No critical mass of students to measure for analysis.	Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	There have been no students graduating with the Bachelor of Science in Organizational Leadership.

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
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	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.	No critical mass of students to measure for analysis.	Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1098 456 1782 586" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
The institution frequency correct score will be above the frequency correct score of all ACBSP institutions.	PAS Direct Summative External	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.	No critical mass of students to measure for analysis.	Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 488 1782 618" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
The institution frequency correct score will be above the frequency correct score of all Publicly Owned Universities institutions	PAS Direct Summative External	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.	No critical mass of students to measure for analysis.	Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 488 1782 618" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
The institution frequency correct score will be above the frequency correct score of all institutions inside the United States.	PAS Direct Summative External	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.	No critical mass of students to measure for analysis.	Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1100 488 1782 615" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

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)	
The institution frequency correct score will be above the frequency correct score of all institutions outside the United States.	PAS Direct Summative External	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.	No critical mass of students to measure for analysis.	Assessment committee with consider removing this from the assessment report. Remove ORGL from ACBSP Accredited Status, as NWOSU is not in control of curriculum.	<div data-bbox="1098 480 1782 610" style="border: 1px solid black; padding: 5px;"> <p>There have been no students graduating with the Bachelor of Science in Organizational Leadership.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

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>	<p>This goal, and thus this measurement, began with AY 2010-11.</p> <p>Therefore, there has been no measurement yet, as no students have gone through the program who have taken the pre-test.</p>	<p>No critical mass of students to measure for analysis.</p> <p>AY 21-22, N=0.</p>	<p>Assessment committee with consider removing this from the assessment report.</p> <p>Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.</p>	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>No Technical Management major has taken both the pre-test and the post-test.</p> </div>

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

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

Measure 1

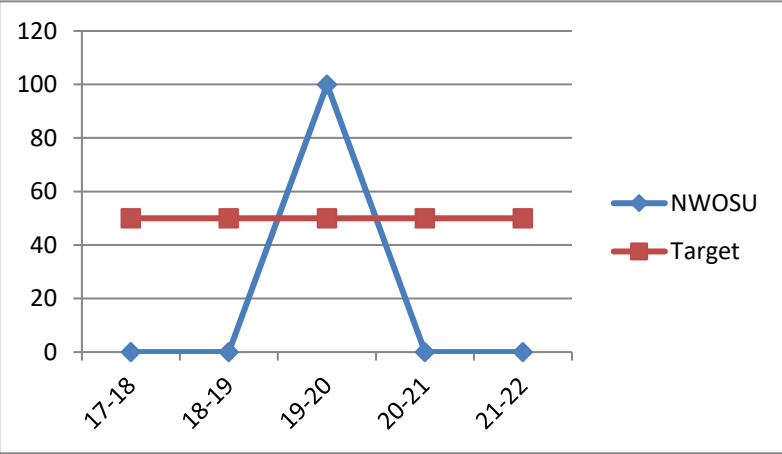
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
On the Ethics section (Business or Accounting) collectively the students in 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. AY 20-21, N=1, an invalid & unreliable cohort measurement. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.		<table border="1"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Academic Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>0</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU	Target	17-18	0	50	18-19	0	50	19-20	100	50	20-21	0	50	21-22	0
Academic Year	NWOSU	Target																					
17-18	0	50																					
18-19	0	50																					
19-20	100	50																					
20-21	0	50																					
21-22	0	50																					

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

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

Measure 2

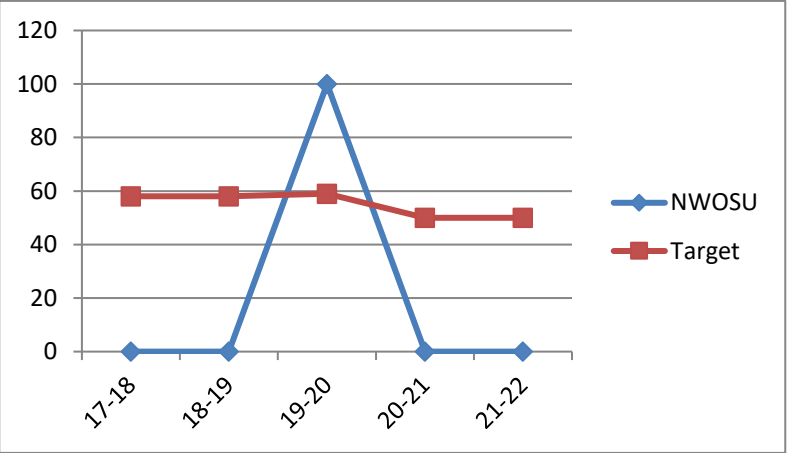
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
On the Ethics section (Business or Accounting) the testing cohort frequency 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. AY20-21, N=1, an invalid & unreliable cohort measurement. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.		 <table border="1" data-bbox="1129 472 1906 922"> <caption>Business Ethics: Technical Management Data</caption> <thead> <tr> <th>Year</th> <th>NWOSU</th> <th>Target</th> </tr> </thead> <tbody> <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> <tr> <td>20-21</td> <td>0</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	0	50	18-19	0	50	19-20	100	50	20-21	0	50	21-22	0
Year	NWOSU	Target																					
17-18	0	50																					
18-19	0	50																					
19-20	100	50																					
20-21	0	50																					
21-22	0	50																					

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in MGMT 4433 Business Policy 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)	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. AY20-21, N=1, an invalid & unreliable cohort measurement. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.	 <table border="1" data-bbox="1129 451 1911 901"> <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>17-18</td> <td>0</td> <td>58</td> </tr> <tr> <td>18-19</td> <td>0</td> <td>58</td> </tr> <tr> <td>19-20</td> <td>100</td> <td>60</td> </tr> <tr> <td>20-21</td> <td>0</td> <td>50</td> </tr> <tr> <td>21-22</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	0	58	18-19	0	58	19-20	100	60	20-21	0	50	21-22	0	50
Academic Year	NWOSU Score	Target Score																					
17-18	0	58																					
18-19	0	58																					
19-20	100	60																					
20-21	0	50																					
21-22	0	50																					

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

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

Measure 4

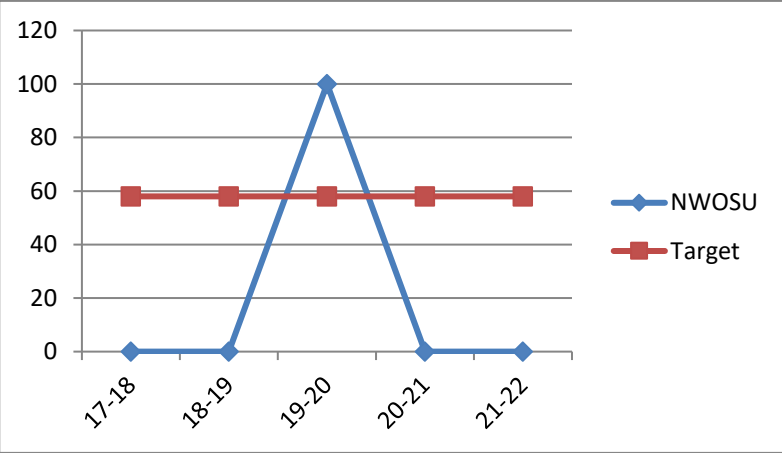
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Business Ethics: Technical Management																		
The institution frequency correct score will be above the frequency correct 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. AY20-21, N=1, an invalid & unreliable cohort measurement. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.	<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>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> <tr> <td>20-21</td> <td>0</td> <td>60</td> </tr> <tr> <td>21-22</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	0	60	18-19	0	60	19-20	100	60	20-21	0	60	21-22	0	50
Academic Year	NWOSU Score	Target Score																					
17-18	0	60																					
18-19	0	60																					
19-20	100	60																					
20-21	0	60																					
21-22	0	50																					

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in MGMT 4433 Business Policy 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)	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. AY20-21, N=1, an invalid & unreliable cohort measurement. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.	 <table border="1" data-bbox="1129 451 1906 901"> <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>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> <tr> <td>20-21</td> <td>0</td> <td>60</td> </tr> <tr> <td>21-22</td> <td>0</td> <td>60</td> </tr> </tbody> </table>	Academic Year	NWOSU Score	Target Score	17-18	0	60	18-19	0	60	19-20	100	60	20-21	0	60	21-22	0	60
Academic Year	NWOSU Score	Target Score																					
17-18	0	60																					
18-19	0	60																					
19-20	100	60																					
20-21	0	60																					
21-22	0	60																					

NOTE: This measure has been removed, and will no longer be included in future reports.

2) Graduating students should recognize ethical conduct in Business.

Graduating students will take the PAS test in MGMT 4433 Business Policy 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)	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. AY 21-22, N=0.	Remove Tech. MGMT Major from ACBSP Accredited Status, as NWOSU has too few students to do a meaningful program evaluation.	<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>17-18</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>18-19</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>19-20</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>20-21</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>21-22</td> <td>0.0</td> <td>0.0</td> </tr> </tbody> </table>	Year	NWOSU	Target	17-18	0.0	0.0	18-19	0.0	0.0	19-20	0.0	0.0	20-21	0.0	0.0	21-22	0.0	0.0
Year	NWOSU	Target																					
17-18	0.0	0.0																					
18-19	0.0	0.0																					
19-20	0.0	0.0																					
20-21	0.0	0.0																					
21-22	0.0	0.0																					

NOTE: This measure has been removed, and will no longer be included in future reports.

APPENDIX 1

In Spring 2014, Peregrine Academic Services assessment test (PAS) became the instrument for measuring student performance. The PAS is deemed to be 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 12/13 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 eight consecutive years of using the PAS and several years of no major 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 reliable benchmarks can be established.