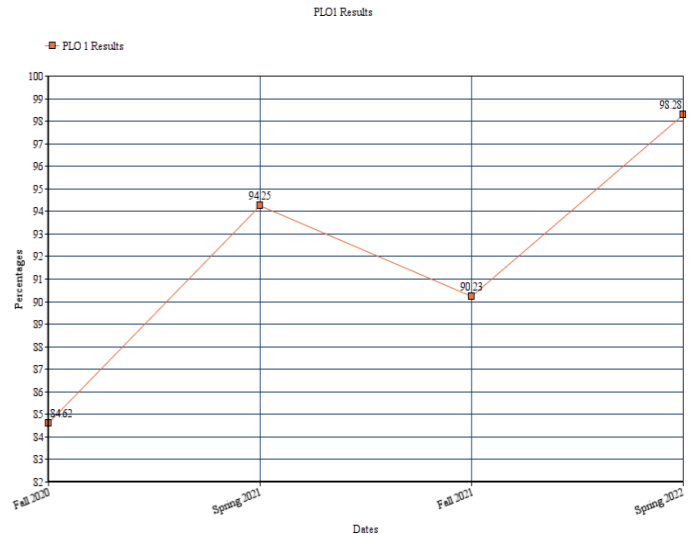


Standard #4 Measurement and Analysis of Student Learning and Performance

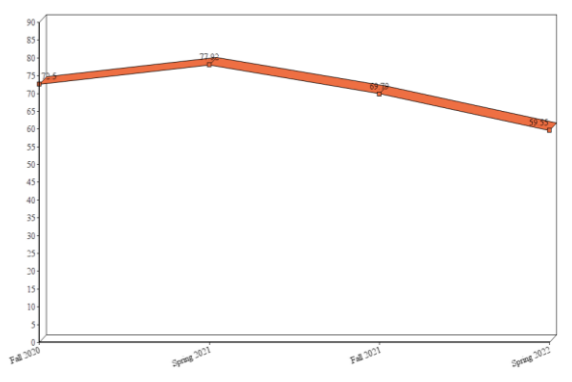
Student Learning Results	PLO1: Students will demonstrate proficiency in group dynamics, collaboration, interpersonal relations, and leading individuals, teams, or organizations.														
		Analysis of Results													
Performance Measure	Measurement instrument / process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)										
<p>Goal: - Post test scores should show improvement demonstrating that the coursework is enhancing student proficiency with PLO1. Measurements were taken in FA 2020, SP 2021, FA 2021 and SP 2022 - 70% overall mean score and at least 70% of students scoring at or above national average.</p> <p>Stretch Goal: - A percentage of scores will be significantly above the National Benchmarking scores for items measured for PLO1 - 75% overall of average score and at least 70% of students scoring 75% will be above national average</p>	<p>Capsim ModXm Test - direct, formative, external</p>	<p>Both goals were met in FA 2020, SP 2021, FA 2021 and SP 2022. We found that course level learning outcomes were met with regards to teams, leading individuals and organizations. The results indicate that student demonstrate mastery of the content tested. Scores indicate students in the program achieve results at or above national benchmark scores.</p>	<p>In terms of what the results indicate we see that students are performing at par with other students from across the nation when compared to benchmark scores. Especially performance with reference to PLO 1 is clear. We plan to continue providing active learning assignments and tutoring support for students and introduce review content and add other course content to help students better prepare to grasp and demonstrate mastery with these concepts. The graph indicates the percentage of students who scored above the set goal scores.</p>	<p>We added self-assessments and individual development plans for students to chart a course to improve their knowledge, skills and abilities. These activities are designed to provide students with deeper understanding of their managerial and leadership abilities. The concepts of group dynamics and leading individuals and organizations is an important concept discussed and applied in the majority of the courses in the M&L program. These assessments are benchmarked across the nation and hence provided reliable datapoints for us to improve upon. We continue to monitor student results and how these compare to national standards and adjust as needed going forward.</p>	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>PLO1 Results Data</caption> <thead> <tr> <th>Date</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2020</td> <td>84.62</td> </tr> <tr> <td>Spring 2021</td> <td>94.25</td> </tr> <tr> <td>Fall 2021</td> <td>90.13</td> </tr> <tr> <td>Spring 2022</td> <td>98.78</td> </tr> </tbody> </table>	Date	Percentage	Fall 2020	84.62	Spring 2021	94.25	Fall 2021	90.13	Spring 2022	98.78
Date	Percentage														
Fall 2020	84.62														
Spring 2021	94.25														
Fall 2021	90.13														
Spring 2022	98.78														

Standard #4 Measurement and Analysis of Student Learning and Performance

Student Learning Results **PL02: Students will demonstrate proficiency in complex problem-solving skills, logical reasoning, and idea generation for making strategic business-related decisions.**

		Analysis of Results			Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)										
Performance Measure	Measurement instrument / process?	Current Results	Analysis of Results	Action Taken or Improvement made											
<p>Overall mean score should be on par with National mean score - 65% overall mean score and at least 70% of students scoring 70%</p> <p>Stretch goal: - Overall mean score significantly above the National mean score - 70% overall mean score and at least 50% of students scoring 80%</p>	<p>Capsim ModExam - direct, formative, external</p>	<p>The goals were met. A total of 105 students completed the assessment in Fall 2020 with 25.71% scoring above 70%. In Fall 2021 24.7% of the students completing the assessment scored above 70%. When we designed the assessment we were expecting that some students may not demonstrate mastery with problem solving skills. We are pleased to see indications that some students did exhibit mastery and we plan to help other students in the program achieve a level of mastery that is at par with national benchmarks.</p>	<p>While the minimal nor stretch goals were accomplished, scores are closer to the national average. We have high expectations for our students and plan to provide additional support to help them achieve these expectations. The M&L program results indicate that students need more preparation to achieve mastery of strategic decision making skills. To help with this we intend to make the individual development plans mandatory. Currently students are given the option to create individual development plans. Making this mandatory will help students engage with tutoring and review of content activities that can generate better results going forward. The graph shows percentage of students achieving set goal scores.</p>	<p>We added self-assessments and optional individual development plans for students to chart a course to improve their knowledge, skills and abilities. These activities are designed to provide students with deeper understanding of their managerial and leadership abilities. The concepts of group dynamics and leading individuals and organizations is an important concept discussed and applied in the majority of the courses in the M&L program. These assessments are benchmarked across the nation and hence provided reliable datapoints for us to improve upon. We continue to monitor student results and how these compare to national standards and adjust as needed going forward.</p>	<table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>PLO 2 Score Data</caption> <thead> <tr> <th>Term</th> <th>PLO 2 Score</th> </tr> </thead> <tbody> <tr> <td>Fall 2020</td> <td>84.62</td> </tr> <tr> <td>Spring 2021</td> <td>92.31</td> </tr> <tr> <td>Fall 2021</td> <td>88.41</td> </tr> <tr> <td>Spring 2022</td> <td>88.41</td> </tr> </tbody> </table>	Term	PLO 2 Score	Fall 2020	84.62	Spring 2021	92.31	Fall 2021	88.41	Spring 2022	88.41
Term	PLO 2 Score														
Fall 2020	84.62														
Spring 2021	92.31														
Fall 2021	88.41														
Spring 2022	88.41														

Standard #4 Measurement and Analysis of Student Learning and Performance

Student Learning Results	PLO3: Students will demonstrate proficiency in managerial finance, accounting, marketing, operations, and human resources, as well as the capacity to synthesize and apply this functional knowledge for decision making														
Performance Measure	Measurement instrument / process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)										
<p>Goal: - Assessment test scores should show improvement demonstrating that the coursework is enhancing student proficiency with PLO 3. Measurements were taken in FA 2020, SP 2021, FA 2021 and SP 2022 - 70% overall mean score and at least 70% of students scoring at or above national average.</p> <p>Stretch Goal: - A percentage of scores will be significantly above the National Benchmarking scores for items measured for PLO 3. - 75% overall of average score and at least 70% of students scoring 75% will be above national average</p>	Capsim ModExam - direct, formative, external	Both stretch goals were partially met. One data point in Spring 2021 indicates we met this goal while other data points indicate that we came close but did not meet expected goal.	The goals were partially accomplished leaving room for improvement. While we desire to improve scores in all topics of this PLO, Building Effective skills students need in managerial finance and accounting is a must to help achieve this goal in the future. Students underperformed as compared to national scores of 80% or higher. Students comments and feedback also indicate that we need to provide additional preparatory materials and content and support to help students achieve mastery with this PLO. Students from the home campus and Live Virtual, via Zoom, students fare better when compared to online, metro/military students. Graph indicates the data points when students achieved set goals.	We are planning to add a new course in the program core to help students prepare for mastery of the concepts as indicated in this PLO. We are also seeking to revise content in courses that address the individual development plans. This Individual Development Plan based on individual student test scores will be made mandatory going forward.	 <table border="1" style="margin-top: 10px; width: 100%; border-collapse: collapse;"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Term</th> <th>Score (%)</th> </tr> </thead> <tbody> <tr> <td>Fall 2020</td> <td>72</td> </tr> <tr> <td>Spring 2021</td> <td>78</td> </tr> <tr> <td>Fall 2021</td> <td>72</td> </tr> <tr> <td>Spring 2022</td> <td>68</td> </tr> </tbody> </table>	Term	Score (%)	Fall 2020	72	Spring 2021	78	Fall 2021	72	Spring 2022	68
Term	Score (%)														
Fall 2020	72														
Spring 2021	78														
Fall 2021	72														
Spring 2022	68														

Standard #4 Measurement and Analysis of Student Learning and Performance

Student Learning Results	PLO 4: Students will demonstrate proficiency in statistical and other mathematical techniques, data analysis, and quantitative modeling of business-related information to construct solutions for management and leadership problems														
Performance Measure	Measurement instrument / process?	Analysis of Results			Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)									
		Current Results	Analysis of Results												
<p>Goal of 70% overall mean score and at least 70% of students scoring 70% or above in the assessments.</p> <p>Stretch Goal: - A percentage of scores will be significantly above the National Benchmarking scores for items measured for PLO4. - 75% overall of average score and at least 70% of students scoring 75% will be above national average.</p>	<p>Capsim ModXm Test - direct, formative, external</p>	<p>Both goals were not met in FA 2020, SP 2021, FA 2021 and SP 2022. We found that course level learning outcomes did not produce the desired results with regards to this PLO. The results indicate that students did not demonstrate mastery of the content tested. We are examining the results to determine what steps will help our students achieve mastery with the concepts indicated in this PLO. Most of the course level learning objectives show high to moderate concern as it relates to student mastery of concepts.</p>	<p>Less than 5% of students scored at or above national averages. The graph indicates the percentage of students who scored above 50% in the assessment test at different data gathering points of the program completion. This indicates topics that these results warrant our attention. For example, these areas might suggest future interventions to improve mastery and subsequent assurance of learning results. Webster students averaging more than 10% lower than the national population average are of great concern. Especially performance in strategic thinking indicate that some students do not seem to understand these concepts as well as they should. We plan to provide additional active learning assignments tutoring support for students and introduce review content and add other course content to help students better prepare to grasp and demonstrate mastery with these concepts. We intend to make mandatory the individual development plans students will create based on the test scores.</p>	<p>We added self-assessments and individual development plans for students to chart a course to improve their knowledge, skills and abilities. These activities are designed to provide students with deeper understanding of their managerial and leadership abilities. The concepts involving statistical and mathematical techniques are important concepts for leaders and managers to succeed. We plan to add more content and discussions and in the majority of the courses in the M&L program. Based on student feedback and test results we are making some of the review tests mandatory and being added to course level assessments.</p>	<p>Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Percentage of Students Scoring Above 50%</caption> <thead> <tr> <th>Term</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2020</td> <td>52.5</td> </tr> <tr> <td>Spring 2021</td> <td>46.75</td> </tr> <tr> <td>Fall 2021</td> <td>55.21</td> </tr> <tr> <td>Spring 2022</td> <td>48.85</td> </tr> </tbody> </table>	Term	Percentage	Fall 2020	52.5	Spring 2021	46.75	Fall 2021	55.21	Spring 2022	48.85
Term	Percentage														
Fall 2020	52.5														
Spring 2021	46.75														
Fall 2021	55.21														
Spring 2022	48.85														