

Management BBA

GOAL: Students Will Obtain A Broad Base Of Knowledge Of Management Principles

Goal Description:

A broad base of knowledge of management principles is necessary for students to become effective organizational actors.

Providing Department: Management BBA

Progress: Completed

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Learning Objective 1 - Organizational Behavior

Learning Objective Description:

Students will understand the principles and concepts relating to human behavior in organizations.

RELATED ITEM LEVEL 2

ICF1 - Organizational Behavior

Indicator Description:

Course exam embedded questions and/or assignments

Criterion Description:

70% of all students will attain at least 70% proficiency on each sub-objective for the course

Findings Description:

No data was reported for MGMT 3320 in AY 2022-2023. The faculty member who taught MGMT 3320 in Fall 2022 and Spring 2023 is no longer at the University. In AY 2023-2024, this course will be taught by several different faculty for redundancy.

RELATED ITEM LEVEL 3

Action 1- Organizational Behavior

Action Description:

In AY 2023-2024, this course will be taught by at least two different faculty.

In Fall 2023, the MGMT faculty will meet to review/revise the master syllabus, course learning objectives, and ICFs for all courses in the major and to review the data from previous years. In several classes, the faculty did not assess all learning objectives in the Master Syllabus or assessed extra learning objectives not contained in the Master Syllabus. The fall meeting will be used to coordinate the efforts of each faculty teaching a course. Any changes will be incorporated into the assessment plan for AY 2023-2024.

Data for AY 2023-2024 will be collected from all sections, on all campuses, F2F and online, in both the fall and spring to ensure sufficient data for end of year analysis.

Faculty meetings to review assessment will be held May 2024 to ensure timely updates to the plan for continuous improvement. This meeting will be used to review the Master syllabus, Learning Objective, and ICFs, findings, and develop the plan for continuous improvement in subsequent years.

RELATED ITEM LEVEL 1

Learning Objective 2 - Human Resource Management

Learning Objective Description:

Students will understand the principles and concepts relating to the management of human resources.

SUB1: Students will understand the principles and concepts relating to strategic HRM.

SUB2: Students will understand the principles and concepts relating to jobs/job analysis.

SUB3: Students will understand the principles and concepts relating to staffing/planning.

SUB4: Students will understand the principles and concepts relating to total rewards.

RELATED ITEM LEVEL 2

ICF2 - Human Resources Management

Indicator Description:

Embedded exam questions and/or course assignments from multiple sections/courses will be used to evaluate students' understanding of the management of human resources.

Criterion Description:

70% of management majors will achieve or surpass a 70% performance level on the associated indicator.

Findings Description:

Section 02

Exams: Averages across all exams was 74%. Overall, this is typical for an intro level class that has students across multiple majors. The exam averages trended upward as the semester went on – this is also typical as students learn how to prepare better and the instructor learns how to reach the unique student population better. As there is always room for improvement, the following methods are recommended;

Helping students understand how to hit the ground running – more time covering concepts and application and more practice with content before we take Exam 1 and 2.

Encouraging students to start reviewing early and to use the practice reviews and study tools provided for the course.

Encourage students to utilize the Academic Success Center.

Cases: Average across all cases was 90%. Cases are designed to be low stakes and allow students more practice with concepts and application. It appears that students are embracing the cases and doing well!

Exercises: Average across all exercises was 92%. Exercises are designed to be enjoyable and to allow students to practice concepts and application. It appears that students are embracing the exercises and doing well!

Attached Files

 [MGMT 3330 Assessment Fall 2022.docx](#)

RELATED ITEM LEVEL 3

Action 2 - Human Resources Management

Action Description:

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RELATED ITEM LEVEL 1

Learning Objective 3 - Social Responsibility

Learning Objective Description:

Students will understand the principles and concepts relating to the social responsibility of business.

RELATED ITEM LEVEL 2

ICF3 - Social Responsibility

Indicator Description:

Student course assignments designed to evaluate each of the sub-objectives (exam questions, quiz questions, case discussions and case analyses, exercises, simulations, discussion questions, projects, essays, etc.).

Criterion Description:

70% of all students will attain at least 70% proficiency on each of the learning objectives for MGMT 4345

Findings Description:

Data was collected from 1 section (11 students) using quizzes and cases that align with the four disciplinary learning objectives. For learning objectives 1, 2a, 3a, 3b, 4a and 4b, 70% of students achieved at least 70% on each of the four course learning objectives. For learning objective 2b only 27% of students achieved at least a 70%. Detailed findings are provided in the attached spreadsheet.

Attached Files

 [MGMT4345 Findings.xlsx](#)

RELATED ITEM LEVEL 3

Action 3 - Social Responsibility

Action Description:

In Fall 2023, the MGMT faculty will meet to review/revise the master syllabus, course learning objectives, and ICFs for all courses in the major and to review the data from previous years. In several classes, the faculty did not assess all learning objectives in the Master Syllabus or assessed extra learning objectives not contained in the Master Syllabus. The fall meeting will be used to coordinate the efforts of each faculty teaching a course. Any changes will be incorporated into the assessment plan for AY 2023-2024.

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RELATED ITEM LEVEL 1

Learning Objective 4 - International Management

Learning Objective Description:

Students will understand the principles and concepts of managing business in global markets and multi-cultural societies.

RELATED ITEM LEVEL 2

ICF4 - International Management

Indicator Description:

Embedded questions on quizzes and exams in multiple sections will be used to evaluate students' understanding regarding managing business in global markets. Students also participate in Discussion Board assignments, where they engage their peers in the weekly assigned material in order to strengthen their knowledge and understanding. Lastly, students develop analysis to assess how country characteristics enable companies to succeed in their home country, then determine whether these characteristics are available in a selected new host country environment.

Criterion Description:

70% of all students will attain at least 70% proficiency on each sub-objective for the course

Findings Description:

Six separate sub-level learning objectives were evaluated by one faculty member teaching MGMT 4340 in Fall 2022 & Spring 2023

MGMT 4340, Fall 2022	LO1	LO2	LO4	LO5	LO6	LO7
Average	61.28378	65.94595	44.72973	58.37838	74.80127	63.06306
exceeds 70%	20	24	7	17	33	27
total	37	37	37	37	37	37
percent exceeds	54.1%	64.9%	18.9%	45.9%	89.2%	73.0%

MGMT 4340 in Spring 2023

MGMT 4340, Fall 2022	LO1	LO2	LO4	LO5	LO6	LO7
Average	62.22973	61.08108	60.12162	64.59459	77.5	74.14414
exceeds 70%	25	22	19	21	35	31
total	37	37	37	37	37	37
percent exceeds	67.6%	59.5%	51.4%	56.8%	94.6%	83.8%

In both semesters, 70% of students performed below 70% on LO1, L02, LO4, and LO5, and at or above 70% on LO6 and LO7

Attached Files

 [MGMT 4340 Assessment.xlsx](#)

RELATED ITEM LEVEL 3

Action 4 - International Management

Action Description:

In Fall 2023, the MGMT faculty will meet to review/revise the master syllabus, course learning objectives, and ICFs for all courses in the major and to review the data from previous years. In several classes, the faculty did not assess all learning objectives in the Master Syllabus or assessed extra learning objectives not contained in the Master Syllabus. The fall meeting will be used to coordinate the efforts of each faculty teaching a course. Any changes will be incorporated into the assessment plan for AY 2023-2024.

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RELATED ITEM LEVEL 1

Learning Objective 5 - Supply Chain Management

Learning Objective Description:

Students will understand the principles and concepts relating to the management of operations, supply chains, and projects.

RELATED ITEM LEVEL 2

ICF5 - Supply Chain Management

Indicator Description:

Embedded questions on exams in multiple sections (F2F, online, different professors) were used to evaluate student understanding of all the operations management concepts. We use 36 questions pertaining to 9 different learning objectives (up to 4 questions for each learning objective).

Criterion Description:

70% of all students will attain at least 70% proficiency on each sub-objective for the course.

Findings Description:

Of the nine different sub-level learning objectives selected by the four faculty teaching MGMT 3370 in Spring 2023, the following results were obtained:

L/O	Forecasting	Capacity Planning	Location Decisions	Decision Theory	Quality Control	Inventory Management	Project Management	Process Management	Product Design
Exceeds 70%	887	801	637	773	848	849	652	512	217
total	1204	986	805	952	1033	1024	793	765	340
Percent over 70%	73.7%	81.2%	79.1%	81.2%	82.1%	82.9%	82.2%	66.9%	63.8%

Two areas fell short of meeting the 70% standard.

Attached Files

 [MGMT 3370 Assessment Fall 2022.xlsx](#)

RELATED ITEM LEVEL 3

Action 5 - Supply Chain Management

Action Description:

In Fall 2023, the MGMT faculty will meet to review/revise the master syllabus, course learning objectives, and ICFs for all courses in the major and to review the data from previous years. In several classes, the faculty did not assess all learning objectives in the Master Syllabus or assessed extra learning objectives not contained in the Master Syllabus. The fall meeting will be used to coordinate the efforts of each faculty teaching a course. Any changes will be incorporated into the assessment plan for AY 2023-2024.

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RELATED ITEM LEVEL 1

Learning Objective 6 - Strategic Management

Learning Objective Description:

Students will understand the principles and concepts relating to the strategic management of the firm, its resources, and its environment.

RELATED ITEM LEVEL 2

ICF6 - Strategic Management

Indicator Description:

Embedded questions on exams, and course projects will be used to evaluate students' understanding of learning objectives.

Criterion Description:

70% of all students will attain at least 70% proficiency on each sub-objective for the course.

Findings Description:

Data was collected from 4 sections (61 students) using quizzes that align with the five disciplinary learning objectives. Results indicate that 70% of students achieved at least 70% on each of the five course learning objectives. Detailed findings are provided in the attached spread sheet.

Attached Files

Action 6 - Strategic Management

Action Description:

In Fall 2023, the MGMT faculty will meet to review/revise the master syllabus, course learning objectives, and ICFs for all courses in the major and to review the data from previous years. In several classes, the faculty did not assess all learning objectives in the Master Syllabus or assessed extra learning objectives not contained in the Master Syllabus. The fall meeting will be used to coordinate the efforts of each faculty teaching a course. Any changes will be incorporated into the assessment plan for AY 2023-2024.

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Update to Previous Cycle's Plan for Continuous Improvement Item

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

Closing Summary

OB -

HR -

SR - Post and synthesize more material from each chapter using external sources such as video, web articles, and other newsworthy events related to each topic. Encouraging more students to addend the online review session for exams. Given the transition to remote learning, students should be reminded more often to attend synchronous lectures and in particular, exam reviews. Encourage greater online participation when students share their “Ethics in Practice” discussion questions. Further remind students that their attendance in class is crucial to their participation. This can also be further documented in the course outline. Utilize more interactive learning techniques by asking students to critique answers from other teams in a discussion board format.

IM - After each semester, I review the assigned materials and confirm whether each assignment is necessary (essential to student learning). I have just completed this exercise for the fall semester. Short of reducing the material for the sake of reducing the material, there is nothing else that I can remove. I will continue trying to determine if there is any content that can be removed.

SCM - To address issues with learning on these subjects, an additional class period will be given to reviewing these content areas. These chapters, in particular, contain too much information to be fully absorbed in the time currently allotted. This will also provide additional time to illustrate key concepts with short Utube videos, where applicable.

SM - Additional emphasis will be placed on the topics of organizational structure, organizational controls.

Update of Progress to the Previous Cycle's PCI:

Additional faculty meetings will be used to: update course master syllabi; determine/revise common learning objectives for each course; standardize ICF reporting format and procedures; and evaluate the end of year assessment data for the MGMT major report. We will continue with any portions of previous assessment plans that remain relevant.

Specific changes will be implemented in AY 2023-2024 to ensure data is collected in all classes to determine how many students are meeting and exceeding the program learning objectives. Specific changes include:

OB - Data will be collected as each semester concludes to prevent the problem of the responsible faculty leaving the university. Additional redundancies will be built in with additional instructors and data collected for all semesters.

HR - Data will be collected by learning objective (instead of by ICF) so that faculty will understand the changes needed to improve performance on each Learning Objective.

New Plan for Continuous Improvement Item

Closing Summary:

Additional faculty meetings will be used to: update course master syllabi, determine common learning objectives for each course, standardize ICF reporting, and evaluate the end of year assessment data for the MGMT major report. We will continue with the efforts that were part of the AY 2021-2022 Assessment plan as well as the following:

OB - Data will be collected as each semester concludes to prevent the problem of the responsible faculty leaving the university. Additional redundancies will be built in with additional instructors and data collected for all semesters.

HR - Data will be collected by learning objective (instead of by ICF) so that faculty will understand the changes needed to improve performance on each Learning Objective.