

**Major/Program: School of Business and Economics**

**Annual ASSESSMENT of the Major/Program**

**Fall 2015-Spring 2016**

<b>What are the student learning outcomes in the major/program?</b>
<p><b>Undergraduate Goal 1:</b> Students can demonstrate effective teamwork skills <b>Undergraduate Goal 2:</b> Students can demonstrate effective team leadership roles <b>Undergraduate Goal 3:</b> Students can use business management software in the analysis of business decision situations <b>Undergraduate Goal 4:</b> Students can demonstrate effective interpersonal, written and oral communication skills <b>Undergraduate Goal 5:</b> Students can demonstrate knowledge of the functional business disciplines <b>Undergraduate Goal 6:</b> Students can demonstrate knowledge and understanding of ethical issues and effectively apply ethical concepts to business decision making <b>Undergraduate Goal 7:</b> Students can use knowledge of multicultural and diverse perspectives to make effective business decisions <b>Undergraduate Goal 8:</b> Students can demonstrate the ability to think critically and analytically when making effective business decisions <b>MBA Goal 1a:</b> Students can demonstrate and identify effective teamwork skills and recommend steps for improving teamwork skills <b>MBA Goal 1b:</b> Students can demonstrate and identify effective leadership skills and recommend steps for improving leadership skills <b>MBA Goal 2a:</b> Students can effectively and comprehensively apply MIS tools and knowledge in the analysis of business decision situations <b>MBA Goal 3a:</b> Students can demonstrate knowledge of the functional business disciplines. <b>MBA Goal 3b:</b> Students can demonstrate the ability to think critically and analytically when making effective business decisions <b>MBA Goal 4a:</b> Students can use knowledge of multicultural and diverse perspectives to make effective business decisions <b>MBA Goal 4b:</b> Students display corporate social responsibility</p>
<b>Which outcome(s) did you assess this academic year?</b>
All undergraduate and MBA learning goals were assessed.
<b>How did you assess the learning outcomes this academic year?</b>
<p><b>Undergraduate Goal 1: Students can demonstrate effective teamwork skills</b></p> <ul style="list-style-type: none"><li>• Team Evaluation Form in Z442</li><li>• Assessment Center</li></ul> <p><b>Undergraduate Goal 2: Students can demonstrate effective team leadership roles</b></p> <ul style="list-style-type: none"><li>• Team Evaluation Form in Z442</li><li>• Assessment Center</li></ul> <p><b>Undergraduate Goal 3: Students can use business management software in the analysis of business decision situations</b></p> <ul style="list-style-type: none"><li>• Technology Pre-Test and Post-test in K321</li><li>• ETS iSkills exam in K321</li><li>• MIS case in K321</li></ul> <p><b>Undergraduate Goal 4: Students can demonstrate effective interpersonal, written and oral communication skills</b></p> <ul style="list-style-type: none"><li>• Written Communication Evaluation Form in W402</li><li>• Presentation in W402 and J403</li><li>• Assessment Center</li></ul> <p><b>Undergraduate Goal 5: Students can demonstrate knowledge of the functional business disciplines</b></p> <ul style="list-style-type: none"><li>• ETS exam in J403</li></ul>

**Undergraduate Goal 6: Students can demonstrate knowledge and understanding of ethical issues and effectively apply ethical concepts to business decision making**

- Ethics exam on the ETS exam in J403
- Ethics Exam 1 and 2 in P306 and L201
- Assessment Center

**Undergraduate Goal 7: Students can use knowledge of multicultural and diverse perspectives to make effective business decisions**

- Diversity Exam 1 and 2 in X255
- Essay Question in X255
- Assessment Center

**Undergraduate Goal 8: Students can demonstrate the ability to think critically and analytically when making effective business decisions**

- Essay Question in W402
- Assessment Center

**MBA Goal 1a: Students can demonstrate and identify effective teamwork skills and recommend steps for improving teamwork skills**

- Self-Assessment project in C512
- Team Member Feedback project in C512
- Assessment Center

**MBA Goal 1b: Students can demonstrate and identify effective leadership skills and recommend steps for improving leadership skills**

- 16 PF project in C512
- Hogan Development Survey project in Z506
- Assessment Center

**MBA Goal 2a: Students can effectively and comprehensively apply MIS tools and knowledge in the analysis of business decision situations**

- Excel Case 1 and 2 in A516
- ETS iSkills in A516
- MIS case in A516

**MBA Goal 3a: Students can demonstrate knowledge of the functional business disciplines.**

- ETS exam in D511

**MBA Goal 3b: Students can demonstrate the ability to think critically and analytically when making effective business decisions**

- Assessment Center

**MBA Goal 4a: Students can use knowledge of multicultural and diverse perspectives to make effective business decisions**

- Diversity Exam 1 and 2 in G514
- Diversity Essay/Case in G514
- Assessment Center

**MBA Goal 4b: Students display corporate social responsibility**

- Ethics Exam on ETS in D511
- Ethics Exam 1 and 2 in B514

Please **summarize the data** you have collected this academic year.

**Undergraduate Goal 1. Students can demonstrate effective teamwork skills**

- 84% of students were in the competent or accomplished categories

**Undergraduate Goal 2. Students can demonstrate effective team leadership roles**

- 78% of students were in the competent or accomplished categories

**Undergraduate Goal 3. Students can use business management software in the analysis of business decision situations**

- 95% of students were in the competent or accomplished categories

**Undergraduate Goal 4. Students can demonstrate effective interpersonal, written and oral communication skills**

- 58% of students were in the competent or accomplished categories for written communication; 90% for interpersonal; and 99% for oral communication

**Undergraduate Goal 5: Students can demonstrate knowledge of the functional business disciplines**

- 49% of our students were in the competent or accomplished categories for Accounting
- 55% of our students were in the competent or accomplished categories for Finance
- 58% of our students were in the competent or accomplished categories for IS
- 55% of our students were in the competent or accomplished categories for Management
- 70% of our students were in the competent or accomplished categories for Marketing
- 47% of our students were in the competent or accomplished categories for Economics
- 64% of our students were in the competent or accomplished categories for Legal
- 41% of our students were in the competent or accomplished categories for Quantitative
- 43% of our students were in the competent or accomplished categories International

**Undergraduate Goal 6: Students can demonstrate knowledge and understanding of ethical issues and effectively apply ethical concepts to business decision making**

- 73% of students were in the competent or accomplished categories

**Undergraduate Goal 7: Students can use knowledge of multicultural and diverse perspectives to make effective business decisions**

- 68% of students were in the competent or accomplished categories

**Undergraduate Goal 8: Students can demonstrate the ability to think critically and analytically when making effective business decisions**

- 58% of students were in the competent and accomplished categories

**MBA Goal 1a: Students can demonstrate and identify effective teamwork skills and recommend steps for improving teamwork skills**

- 100% of students were in the competent or accomplished categories

**MBA Goal 1b: Students can demonstrate and identify effective leadership skills and recommend steps for improving leadership skills**

- 96% of students were in the competent or accomplished categories

**MBA Goal 2a: Students can effectively and comprehensively apply MIS tools and knowledge in the analysis of business decision situations**

- 91% of students were in the competent or accomplished categories

**MBA Goal 3a: Students can demonstrate knowledge of the functional business disciplines.**

- 67% of our students were in the competent or accomplished categories for marketing
- 66% of our students were in the competent or accomplished categories for management
- 50% of our students were in the competent or accomplished categories for finance
- 33% of our students were in the competent or accomplished categories for accounting
- 50% of our students were in the competent or accomplished categories for strategic integration

**MBA Goal 3b: Students can demonstrate the ability to think critically and analytically when making effective business decisions**

- 62% of students were in the competent or accomplished categories

**MBA Goal 4a: Students can use knowledge of multicultural and diverse perspectives to make effective business decisions**

- 48% of students were in the competent or accomplished categories

**MBA Goal 4b: Students display corporate social responsibility**

- 83% of students were in the competent or accomplished categories

**Please describe any programmatic changes you have made or are planning to make based on the data you have collected (action steps).**

Faculty have questioned our presentation skill data so we are assessing presentation skills in additional upper level courses. Faculty will be conducting an in depth review of the ETS exam that we use to assess functional disciplines to ensure that there is an appropriate level of consistency with what is taught in our courses. Faculty are currently engaged in flushing out more specific learning objectives for each discipline. We are currently reviewing our curriculum and Assurance of Learning programs to ensure currency with business world expectations. We also hope to offer skill development opportunities to our students, but those plans are still being formulated.

Please report on the progress of your **action steps** reported in 2015-2016. See <http://www.iun.edu/campus-assessment/assessment-results/index.htm> for your previous unit reports.

Over the last academic year, we have accomplished the following goals:

1. Approval was received from the campus curriculum committee for L304, a course that will incorporate critical thinking, diversity and ethics. The first offering for this course will be fall 2017.
2. The Curriculum Committee worked with two professors to require students to meet with a tutor at the Writing Center to see if that will have a positive impact on writing skills. The response rate by students was low for one of those classes and moderate for others. Time seems to be a problem for students. We are trying other requirements and hope to compile a list of best practices for other faculty.

**\*\*Note:** Please use this template to provide the responses to the prompts above.\*\*