IACBE

International Assembly for Collegiate Business Education

Public Disclosure
of Student Learning Form

Institution: Chaminade University of Honolulu

Academic Business Unit: School of Business and Communication

Academic Year: 2015 - 2016

Report of Student Learning and Achievement
Chaminade University
School of Business and Communication

For Academic Year: 2015 - 2016

Mission of the School of Business and Communication
Mission statement for undergraduate business programs Our mission in providing undergraduate business programs at Chaminade is to prepare students to enter careers in industry, government, and not-for-profit organizations and to provide businesses in Hawaii with competent employees who are able to contribute to their organization's success and to the community good. **Mission statement for graduate business program** The MBA program provides students with the tools and perspectives needed to lead and manage for business results and the public good. Our mission is to develop leaders for business, government, and not-for-profit organizations in Hawaii and to provide transferable business skills that will enable graduates to succeed in organizations across the country and internationally.

School of Business and Communication
Student Learning Assessment for Associate of Arts in Business Administration
General Program Intended Student Learning Outcomes (General Program ISLOs)
1. Demonstrate an introductory understanding of the functional areas of business, including central concepts and tasks of each.
2. Demonstrate an understanding of financial and managerial accounting, including central concepts and tasks.
3. Demonstrate an understanding of domestic and global economic environments and their influence on firm-level decision-making.
4. Demonstrate the ability to use statistical tools and methods for business decision-making.

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. *Peregrine Academic Services Exam*	*Average performance at or above National Comparison Group*

General Program ISLOs Assessed by this Measure: *1 – 4*	
2. *Within-course Pre and Post tests for BU 200 Introduction to Business, BU 224 Applied Business Statistics, AC 201 Principles of Accounting I, AC 202 Principles of Accounting II, EC 201 Principles of Macroeconomics, and EC 202 Principles of Microeconomics* General Program ISLOs Assessed by this Measure: *1 – 4*	*Post test performance of 70% or above*
3. *Direct Measure 3* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Direct Measure 3*
4. *Direct Measure 4* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Direct Measure 4*
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. *Student response on course evaluations for BU 200 Introduction to Business, BU 224 Applied Business Statistics, AC 201 Principles of Accounting I, AC 202 Principles of Accounting II, EC 201 Principles of Macroeconomics, and EC 202 Principles of Microeconomics to item #7 "I gained a significant amount of knowledge from this course."* General Program ISLOs Assessed by this Measure: *1 – 4*	*Mean response at 4.0 or above on the five-point scale where 1 = strongly disagree, 5 = strongly agree, and 4 = agree*
2. *Student response to exit survey questions regarding perceived personal competence in topic areas of business, statistics, accounting, and economics* General Program ISLOs Assessed by this Measure: *1 – 4*	*Mean response at 3.0 or above on the five-point scale where 1 = minimal, 5 = very strong, and 3 = satisfactory*
3. *Indirect Measure 3* General Program ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Indirect Measure 3*

Major, Concentration, Specialization, Emphasis, Option, Track ISLOs Assessed by this Measure: *Outcomes List*	
4. *Indirect Measure 4* *General Program ISLOs Assessed by this Measure: Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Indirect Measure 4*

Assessment Results: *Associate of Arts in Business Administration*
Summary of Results from Implementing Direct Measures of Student Learning:
1. *Results are not available because of the limited number of students completing the program*
2. *Results are not available because of the movement of the program to exclusive online offering and the resulting inability to provide our existing pre and post tests*
3. *Summary of Results for Direct Measure 3*
4. *Summary of Results for Direct Measure 4*
Summary of Results from Implementing Indirect Measures of Student Learning:

1. Mean Response to Item #7 on course evaluations "I gained a significant amount of knowledge from this course"
 	
    General business (functional areas) (BU 200) (ISLO 1)   BU 200 = Data not available due to LMS change
    Accounting (AC 201 and AC 202) (ISLO 2)   AC 201 = Data not available due to LMS change
    Economics (EC 201 and EC 202) (ISLO 3)   EC 201 = Data not available due to LMS change
                                                            EC 202 = Data not available due to LMS change
    Statistics (BU 224) (ISLO 4)   BU 224 = Data not available due to LMS change

2. *Results are not available because of the limited number of students completing the program*
3. *Summary of Results for Indirect Measure 3*
4. *Summary of Results for Indirect Measure 4*
Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	*Direct Measure 1*	*Direct Measure 2*	*Direct Measure 3*	*Direct Measure 4*	*Indirect Measure 1*	*Indirect Measure 2*	*Indirect Measure 3*	*Indirect Measure 4*
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Demonstrate an introductory understanding of the functional areas of business, including central concepts and tasks of each.	No data	no data			no data	no data		
2. Demonstrate an understanding of financial and managerial accounting, including central concepts and tasks.	No data	no data			no data	no data		
3. Demonstrate an understanding of domestic and global economic environments and their influence on firm-level decision-making.	No data	no data			no data	no data		
4. Demonstrate the ability to use statistical tools and methods for business decision-making.	no data	no data			no data	no data		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
1. The central action needed for assessment in the Associate of Arts in Business Administration program is the identification of alternate direct measures that can be used given the online offering of the program. Additionally, the office that runs this program (Professional and Continuing Education) must be able to identify students completing the degree so that the School of Business and Communication can conduct end-of-program assessment. The change from eCollege to Canvas has limited access to data for this program. With the Canvas system in place, data access will not be a problem in subsequent years.
2. *Course of Action 2*
3. *Course of Action 3*

4. *Course of Action 4*

Student Learning Assessment for the Bachelor of Arts in Business Administration
General Program Intended Student Learning Outcomes (General Program ISLOs)
1. Demonstrate written and oral communication abilities appropriate to business-related tasks.
2. Demonstrate the ability to select and use appropriate quantitative tools, including statistics and management science, for decision-making.
3. Demonstrate an understanding of the functional areas of business, including central concepts, modes of analysis, tasks, and strategies.
4. Demonstrate an understanding of tasks associated with career selection, entry, and management.
5. Demonstrate the ability to assess and create business strategy appropriate for organizations in specified business environments.
6. Demonstrate an understanding of legal obligations of organizations and the ethical dilemmas faced by businesses, along with appropriate frameworks for addressing these dilemmas.
7. Demonstrate an understanding of information technology as it influences organizational processes and system tasks, as well as the ability to use information technology to address functional business tasks.
8. Demonstrate an understanding of the domestic and global economic environments and their influence on firm-level decision-making.
9. Demonstrate an understanding of individual and group dynamics in organizations.
10. Demonstrate an understanding of the connections between academic work and real-life situations engaged in Service Learning experiences.
11. Demonstrate an understanding of the management of business operations.
12. Demonstrate an understanding of the distinctive features and challenges of conducting business internationally.

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. Peregrine Academic Services CPC Exam and supplemental Chaminade questions for Career Development and Professional Writing and Presentation	Average performance on Peregrine Exam at or above National Comparison Group

General Program ISLOs Assessed by this Measure: Peregrine Academic Services Exam – ISLOs 2, 3, 5 – 9, 11, 12 Chaminade Supplemental Questions – ISLOs 1, 4	Average performance on Chaminade Supplemental Questions on Career Development and Professional Writing and Presentation at 70% or above
2. Final Group Presentations in BU 469 Business Strategy General Program ISLOs Assessed by this Measure: 1 – 9, 11, 12	Average faculty rating for each group at 24 or above out of 32 possible points, which reflects an average score on rubric dimensions of 3 points out of 4, where 3 points indicates fully successful performance (multiple faculty rate each group)
3. Final Group Presentations in BU 470 Senior Field Experience General Program ISLOs Assessed by this Measure: 10	Average faculty rating for each group at 15 or above out of 20 possible points, which reflects an average score on rubric dimensions of 3 points out of 4, where 3 points indicates proficient performance (multiple faculty rate each group)
4. *Direct Measure 4* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Direct Measure 4*
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. Student response on course evaluations for all business administration required courses to item #7 "I gained a significant amount of knowledge from this course." General Program ISLOs Assessed by this Measure: 1 – 12	Mean response at 4.0 or above on the five-point scale where 1 = strongly disagree, 5 = strongly agree, and 4 = agree
2. Student response to exit survey questions regarding perceived personal competence in required business administration courses General Program ISLOs Assessed by this Measure: 1 – 9, 11, 12	Mean response at 3.0 or above on the five-point scale where 1 = minimal, 5 = very strong and 3 = satisfactory
3. *Indirect Measure 3* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs	*Objective (Target/Criterion) for Indirect Measure 3*

Assessed by this Measure: *Outcomes List*	
4. *Indirect Measure 4* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Indirect Measure 4*

Assessment Results: Bachelor of Arts in Business Administration
Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Academic Services CPC Exam

    Chaminade Business Administration Average Total Score = 64.9% (n = 31)

    National Comparison Group (Aggregate Traditional) Average Total Score = 48.9%

    Relative Interpretation of Average Chaminade Student Competency = Above Average

    High Score = 86.7% (Very High); Low Score = 34.2% (Below Average)

ISLO	Topic Area	Chaminade Bus. Admin. Students	National Comparison Group
2	Quant. Methods & Statistics	66.5%	44.6%
3	Accounting	56.1%	50.1%
	Business Finance	60.0%	43.8%
	Human Resource Management	79.0%	56.7%
	Marketing	61.9%	45.3%
	Operations Management	73.3%	49.4%
5	Strategic Management	71.9%	52.4%

6	Legal Environment	69.7%	52.7%
	Business Ethics	69.7%	49.5%
7	Information Management	70.7%	55.5%
8	Economics	54.5%	47.2%
9	Management: OB	71.4%	55.9%
11	Operations Management	73.3%	49.4%
12	Global Dimensions	54.8%	44.2%

Green = Performance Above Comparison Group
Red = Performance Below Comparison Group

Chaminade Supplemental Questions for Career Development and Writing & Presentation

1	Writing and Presentation	91.6%
4	Career Development	78.0%

Green = Performance met target
Red = Performance did not meet target

2. Average Faculty Rating for Groups on Final Strategy Presentation in BU 469 = 26.6 (n = 6 teams)

All groups performed to target on the project.

High Score = 27.2 (1 group)

Low Score = 25.4 (1 group)

Average Faculty Rating by ISLO Areas:

ISLOs	Topic Area	Average Score
1	Writing and Presentation	3.5 (6/6 teams met expectations)
2	Analysis	3.1 (6/6 teams met expections)
3, 4, 7, 9, 11	Organizational Capacities	3.1 (6/6 teams met expectations)
6, 8, 12	Organizational Environment	3.3 (6/6 teams met expectations)
5	Strategy Development	3.1 (6/6 teams met expectations)

Note that groups include both accounting and business administration students.

Green = Performance met target

Red = Performance did not meet target

Average Faculty Rating for Groups on Final Senior Field Experience Presentation in BU 470 = 17.3 (n = 6 teams)

All groups performed to target on the project.

Note that groups include both accounting and business administration students.

Green = Performance met target

Red = Performance did not meet target

4. *Summary of Results for Direct Measure 4*	

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Mean Response to Item #7 on course evaluations "I gained a significant amount of knowledge from this course"

ISLO	Topic Area	Related Course	Mean Response	Notes
1	Writing and Presentation	BU 308	4.15 (n = 26)	
2	Quantitative Analysis	BU 224	3.36 (n = 36)	
		BU 324	3.74 (n = 19)	
3	Business Functions	BU 200	4.45 (n = 45)	
		MKT 301	4.66 (n = 24)	
		FIN 301	4.50 (n = 28)	
		AC 201	4.46 (n = 36)	
		AC 202	4.21 (n = 22)	
		MGT 306	4.62 (n = 21)	
		MGT 407	2.78 (n = 23)	
4	Career Development	BU 416	4.93 (n = 32)	
5	Business Strategy	BU 469	4.93 (n = 34)	
6	Law and Ethics	BU 362	4.31 (n = 41)	

7	Information Systems	MGT 305	2.29 (n = 25)
8	Economics	EC 201	4.01 (n = 53)
		EC 202	4.23 (n = 29)
9	Management – OB	BU 200	4.45 (n = 41)
10	Work with Client Organizations	BU 470	4.38 (n = 29)
11	Operations Management	MGT 407	2.68 (n = 21)
12	International Business	BU 402	4.83 (n = 29)

Note that the mean responses for courses measuring ISLOs 1 – 10 reflect perceptions of both accounting and business administration students because they are in the same classes. Mean responses for ISLOs 11 and 12 may reflect perceptions of both accounting and business administration students, but only business administration students are required to take the associated courses.

Green = Performance met target

Red = Performance did not meet target

2. Mean response to exit survey questions regarding perceived personal competence in required business administration courses (n = 29)

ISLO	Topic Area	Related Course(s)	Mean Response
1	Writing and Presentation	BU 308	4.5
2	Quantitative Analysis	BU 224 / BU 324	2.4

3	Business Functions	MKT 301	4.5
		FIN 301	4.0
		AC 201 / AC 202	3.6
		MGT 306	3.8
		MGT 407	3.2
4	Career Development	BU 416	4.2
5	Business Strategy	BU 469	4.2
6	Law and Ethics	BU 362	3.8
7	Information Systems	MGT 305	2.9
8	Economics	EC 201 / EC 202	3.2
9	Management – OB	BU 200	3.8
11	Operations Management	MGT 407	3.2
12	International Business	BU 402	4.4

Green = Performance met target

Red = Performance did not meet target

| 3. | *Summary of Results for Indirect Measure 3* |
| 4. | *Summary of Results for Indirect Measure 4* |

Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	**Learning Assessment Measures**							
General Program ISLOs	*Direct Measure 1*	*Direct Measure 2*	*Direct Measure 3*	*Direct Measure 4*	*Indirect Measure 1*	*Indirect Measure 2*	*Indirect Measure 3*	*Indirect Measure 4*
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Demonstrate written and oral communication abilities appropriate to business-related tasks.	Met	Met			Met	Met		
2. Demonstrate the ability to select and use appropriate quantitative tools, including statistics and management science, for decision-making.	Met	Met			Not Met	Not Met		
3. Demonstrate an understanding of the functional areas of business, including central concepts, modes of analysis, tasks, and strategies.	Met	Met			Not Met	Met		
4. Demonstrate an understanding of tasks associated with career selection, entry, and management.	Met	Met			Met	Met		
5. Demonstrate the ability to assess and create business strategy appropriate for organizations in specified business environments.	Met	Met			Met	Met		
6. Demonstrate an understanding of legal obligations of organizations and the ethical dilemmas faced by businesses, along with appropriate	Met	Met			Met	Met		

frameworks for addressing these dilemmas.								
7. Demonstrate an understanding of information technology as it influences organizational processes and system tasks, as well as the ability to use information technology to address functional business tasks.	Met	Met			Not Met	Not Met		
8. Demonstrate an understanding of the domestic and global economic environments and their influence on firm-level decision-making.	Met	Met			Met	Met		
9. Demonstrate an understanding of individual and group dynamics in organizations.	Met	Met			Met	Met		
10 Demonstrate an understanding of the connections between academic work and real-life situations engaged in Service Learning experiences.			Met		Met			
11 Demonstrate an understanding of the management of business operations.	Met	Met			Not Met	Met		
12 Demonstrate an understanding of the distinctive features and challenges of conducting business internationally.	Met	Met			Met	Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Targets were not met for information systems (perceived learning at the time of the course and end of program), quantitative analysis (perceived learning at the time of the course and at end of program), and operations management (perceived learning at the time of the course). Targets were met for direct measures in each of these areas. As a result of these outcomes, the faculty member who teaches across these subject areas is working to provide feedback that more effectively signals to students their learning and accomplishment, so that students have a better sense of their own competence in these topic areas. A development plan is in place to address course structure, pedagody, and assignments in each of these course areas.

Student Learning Assessment for the Bachelor of Science in Accounting
General Program Intended Student Learning Outcomes (General Program ISLOs)
1. Demonstrate written and oral communication abilities appropriate to business-related tasks.
2. Demonstrate the ability to select and use appropriate quantitative tools, including statistics and management science, for decision-making.
3. Demonstrate an understanding of the functional areas of business, including central concepts, modes of analysis, tasks, and strategies.
4. Demonstrate an understanding of tasks associated with career selection, entry, and management.
5. Demonstrate the ability to assess and create business strategy appropriate for organizations in specified business environments.
6. Demonstrate an understanding of legal obligations of organizations and the ethical dilemmas faced by businesses, along with appropriate frameworks for addressing these dilemmas.
7. Demonstrate an understanding of information technology as it influences organizational processes and system tasks, as well as the ability to use information technology to address functional business tasks.
8. Demonstrate an understanding of the domestic and global economic environments and their influence on firm level decision-making.
9. Demonstrate an understanding of individual and group dynamics in organizations.
10 Demonstrate an understanding of the connections between academic work and real-life situations engaged in Service Learning experiences.
11 Demonstrate an understanding of the legal and ethical responsibilities of professional accountants.
12 Demonstrate an understanding of the concepts, methods, and processes of control that provide for the accuracy and integrity of financial data and the safeguarding of financial assets.
13 Demonstrate an understanding of the concepts of taxation and the impact of taxation on the financial and managerial decisions of business entities.

14	Demonstrate an understanding of the concepts, principles, and procedures of auditing and attestation services.

15	Demonstrate an understanding of Generally Accepted Accounting Principles and their application to business situations.

16	Demonstrate an understanding of the preparation, interpretation, evaluation, and use of financial information for business decision-making.

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Peregrine Academic Services CPC Exam and supplemental Chaminade questions for Career Development and Professional Writing and Presentation General Program ISLOs Assessed by this Measure: Peregrine Academic Services Exam – ISLOs 2, 3, 5 – 9 Chaminade Supplemental Questions – ISLOs 1, 4	Average performance on Peregrine Exam at or above National Comparison Group Average performance on Chaminade Supplemental Questions on Career Development and Professional Writing and Presentation at 70% or above
2. Peregrine Academic Services Accounting Exam General Program ISLOs Assessed by this Measure: 11 - 16	Average performance at or above National Comparison Group
3. Final Group Presentations in BU 469 Business Strategy General Program ISLOs Assessed by this Measure: General Program ISLOs Assessed by this Measure: 1 – 9, 16	Average faculty rating for each group at 24 or above out of 32 possible points, which reflects an average score on rubric dimensions of 3 points out of 4, where 3 points indicates fully successful performance (multiple faculty rate each group)
4. Final Group Presentations in BU 470 Senior Field Experience General Program ISLOs Assessed by this Measure: 10	Average faculty rating for each group at 15 or above out of 20 possible points, which reflects an average score on rubric dimensions of 3 points out of 4, where 3 points indicates proficient performance (multiple faculty rate each group)
Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Student response on course evaluations for all required business and accounting courses to item #7 "I gained a significant amount of knowledge from this course." General Program ISLOs Assessed by this Measure: 1 - 16	Mean response at 4.0 or above on the five-point scale where 1 = strongly disagree, 5 = strongly agree, and 4 = agree
2. Student response to exit survey questions regarding perceived	Mean response at 3.0 or above on the five-point scale where 1 = minimal, 5

personal competence in required business and courses	= very strong and 3 = satisfactory
General Program ISLOs Assessed by this Measure: 1 - 9	
3. Placement of graduates into degree-related professional positions or graduate school	80% or above of the prior year's class hold degree-related professional positions and/or are in graduate school
General Program ISLOs Assessed by this Measure: 1 - 16	
4. *Indirect Measure 4*	*Objective (Target/Criterion) for Indirect Measure 4*
General Program ISLOs Assessed by this Measure: *Outcomes List*	
Major, Concentration, Specialization, Emphasis, Option, Track ISLOs Assessed by this Measure: *Outcomes List*	

Assessment Results: Bachelor of Science in Accounting
Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Academic Services CPC Exam

    Chaminade Accounting Average Total Score = 74.2% (n = 9)

    National Comparison Group (Aggregate Traditional) Average Total Score = 48.9%

    Relative Interpretation of Average Chaminade Student Competency = High

    High Score = 85.5% (Very High); Low Score = 57.3% (Average)

ISLO	Topic Area	Chaminade Accounting Students	National Comparison Group
2	Quant. Methods & Statistics	76.7%	44.6%
3	Accounting	57.8%	50.1%
	Business Finance	77.8%	43.8%
	Human Resource Management	86.2%	56.7%
	Marketing	71.1%	45.3%

	Operations Management	84.4%	49.4%
5	Strategic Management	84.4%	52.4%
6	Legal Environment	84.4%	50.1%
	Business Ethics	70.0%	49.5%
7	Information Management	78.9%	55.5%
8	Economics	58.9%	47.2%
9	Management: OB	82.8%	55.9%

Green = Performance Above Comparison Group
Red = Performance Below Comparison Group

Chaminade Supplemental Questions for Career Development and Writing & Presentation

1	Writing and Presentation	91.6%
4	Career Development	75.0%

Green = Performance met target
Red = Performance did not meet target

2. Peregrine Academic Services Accounting Exam

Chaminade Accounting Average Total Score = 50.2% (n = 6)

National Comparison Group (Aggregate Traditional) Average Total Score = 50.1%

Relative Interpretation of Average Chaminade Student Competency = Average

High Score = 77.9% (High); Low Score = 38.6% (Below Average)

Green = Performance Above Comparison Group

Red = Performance Below Comparison Group

3. Average Faculty Rating for Groups on Final Strategy Presentation in BU 469 = 26.6 (n = 6 teams)

One group of seven did not perform to target on the project.

High Score = 27.2 (1 group)

Low Score = 25.4 (1 group)

Average Faculty Rating by ISLO Areas:

ISLOs	Topic Area	Average Score
1	Writing and Presentation	3.5 (6/6 teams met expectations)
2	Analysis	3.1 (6/6 teams met expections)
3, 4, 7, 9, 11, 16	Organizational Capacities	3.1 (6/6 teams met expectations)
6, 8, 12	Organizational Environment	3.3 (6/6 teams met expectations)
5	Strategy Development	3.1 (6/6 teams met expectations)

Note that groups include both accounting and business administration students.

Green = Performance met target

Red = Performance did not meet target

4. Average Faculty Rating for Groups on Final Senior Field Experience Presentation in BU 470 = 17.3 (n = 6 teams)

One group of seven did not perform to target on the project.

Note that groups include both accounting and business administration students.

Green = Performance met target

Red = Performance did not meet target

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Mean Response to Item #7 on course evaluations "I gained a significant amount of knowledge from this course"

ISLO	Topic Area	Related Course	Mean Response	Notes
1	Writing and Presentation	BU 308	4.15 (n = 26)	
2	Quantitative Analysis	BU 224	3.36 (n = 36)	
		BU 324	3.74 (n = 19)	
3	Business Functions	BU 200	4.45 (n = 41)	
		MKT 301	4.66 (n = 24)	
		FIN 301	4.50 (n = 28)	
		AC 201	4.46 (n = 36)	
		AC 202	4.21 (n = 22)	
		MGT 306	4.62 (n = 21)	

		MGT 407	2.78 (n = 23)
4	Career Development	BU 416	4.93 (n = 32)
5	Business Strategy	BU 469	4.93 (n = 34)
6	Law and Ethics	BU 362	4.31 (n = 41)
7	Information Systems	MGT 305	2.29 (n = 25)
8	Economics	EC 201	4.01 (n = 53)
		EC 202	4.23 (n = 29)
9	Management – OB	BU 200	4.45 (n = 41)
10	Work with Client Organizations	BU 470	4.38 (n = 29)
11, 12, 15, 16	Advanced Accounting	AC 301	4.93 (n = 8)
		AC 302	4.83 (n = 8)
		AC 303	4.87 (n = 15)
		AC 306	4.27 (n = 12)
		AC 404	4.90 (n = 9)
		AC 408	5.00 (n = 9)
13	Tax	AC 306	4.27 (n = 12)
14	Auditing	AC 404	4.90 (n = 9)

Note that the mean responses for courses measuring ISLOs 1 – 10 reflect perceptions of both accounting and business administration students because they are in the same classes. Mean responses for ISLOs 11 – 16 reflect perceptions of accounting students only.

Green = Performance met target

Red = Performance did not meet target

2. Mean response to exit survey questions regarding perceived personal competence in required business administration courses (n = 9)

ISLO	Topic Area	Related Course(s)	Mean Response
1	Writing and Presentation	BU 308	3.7
2	Quantitative Analysis	BU 224 / BU 324	3.2
3	Business Functions	MKT 301	4.2
		FIN 301	4.0
		AC 201 / AC 202	4.0
		MGT 306	3.5
4	Career Development	BU 416	4.3
5	Business Strategy	BU 469	3.8
6	Law and Ethics	BU 362	3.0

7	Information Systems	MGT 305	3.4
8	Economics	EC 201 / EC 202	3.4
9	Management – OB	BU 200	3.5

Green = Performance met target
Red = Performance did not meet target

3. The percentage of prior year graduates in degree-related positions was 100% (8/8 students)

8 students were employed in accounting or business-related positions

Green = Performance met target
Red = Performance did not meet target

4. *Summary of Results for Indirect Measure 4*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	*Direct Measure 1*	*Direct Measure 2*	*Direct Measure 3*	*Direct Measure 4*	*Indirect Measure 1*	*Indirect Measure 2*	*Indirect Measure 3*	*Indirect Measure 4*
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Demonstrate written and oral communication abilities	Met		Met		Met	Met	Met	

appropriate to business-related tasks.								
2. Demonstrate the ability to select and use appropriate quantitative tools, including statistics and management science, for decision-making.	Met		Met		Not Met	Met	Met	
3. Demonstrate an understanding of the functional areas of business, including central concepts, modes of analysis, tasks, and strategies.	Met		Met		Not Met	Met	Met	
4. Demonstrate an understanding of tasks associated with career selection, entry, and management.	Met		Met		Met	Met	Met	
5. Demonstrate the ability to assess and create business strategy appropriate for organizations in specified business environments.	Met		Met		Met	Met	Met	
6. Demonstrate an understanding of legal obligations of organizations and the ethical dilemmas faced by businesses, along with appropriate frameworks for addressing these dilemmas.	Met		Met		Met	Met	Met	
7. Demonstrate an understanding of information technology as it influences organizational processes and system tasks, as well as the ability to use information technology to address functional business tasks.	Met		Met		Not Met	Met	Met	

	Col1	Col2	Col3	Col4	Col5	Col6	Col7	Col8
8. Demonstrate an understanding of the domestic and global economic environments and their influence on firm level decision-making.	Met		Met		Met	Met	Met	
9. Demonstrate an understanding of individual and group dynamics in organizations.	Met		Met		Met	Met	Met	
10 Demonstrate an understanding of the connections between academic work and real-life situations engaged in Service Learning experiences.				Met	Met		Met	
11 Demonstrate an understanding of the legal and ethical responsibilities of professional accountants.		Met			Met		Met	
12 Demonstrate an understanding of the concepts, methods, and processes of control that provide for the accuracy and integrity of financial data and the safeguarding of financial assets.		Met			Met		Met	
13 Demonstrate an understanding of the concepts of taxation and the impact of taxation on the financial and managerial decisions of business entities.		Met			Met		Met	
14 Demonstrate an understanding of the concepts, principles, and procedures of auditing and attestation services.		Met			Met		Met	

15	Demonstrate an understanding of Generally Accepted Accounting Principles and their application to business situations.		Met			Met		Met	
16	Demonstrate an understanding of the preparation, interpretation, evaluation, and use of financial information for business decision-making.		Met	Met		Met		Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
1. Targets were not met for information systems (perceived learning at the time of the course) and quantitative analysis (perceived learning at the time of the course). Targets were met for direct measures in each of these areas. As a result of these outcomes, the faculty member who teaches across these subject areas is working to provide feedback that more effectively signals to students their learning and accomplishment, so that students have a better sense of their own competence in these topic areas. A development plan is in place to address course structure, pedagody, and assignments in each of these course areas.

Student Learning Assessment for Master of Business Administration (MBA)
General Program Intended Student Learning Outcomes (General Program ISLOs)
1. Demonstrate the ability to select and use appropriate quantitative tools to enhance organizational decision-making.
2. Demonstrate an understanding of issues central to financial management of an organization and the ability to use financial tools and analysis to inform business decisions.
3. Demonstrate an understanding of the process of value creation by an organization and the ability to use concepts and processes of marketing and management to develop competitive advantage for organizations in specified business environments.
4. Demonstrate an understanding of the legal obligations and ethical dilemmas faced by businesses and the ability to use related frameworks to inform decision-making.
5. Demonstrate an understanding of domestic and global economic environments and the ability to use economic data to inform decision-making.

6. Demonstrate an understanding of leadership dynamics and the ability to identify appropriate leader actions for enhancing individual, group, and system effectiveness.	
7. Demonstrate and understanding of the central components and processes of strategic management and the ability to assess and create appropriate strategies for organizations in specified business environments.	

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Peregrine Academic Services MBA Exam General Program ISLOs Assessed by this Measure: 1 – 7	Average performance at or above National Comparison Group
2. Final Group Presentations in MBA 800 Strategic Management General Program ISLOs Assessed by this Measure: 1 – 7	Average faculty rating for each group at 24 or above out of 32 possible points, which reflects an average score on rubric dimensions of 3 points out of 4, where 3 points indicates fully successful performance (multiple faculty rate each group)
3. *Direct Measure 3* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Direct Measure 3*
4. *Direct Measure 4* General Program ISLOs Assessed by this Measure: *Outcomes List* *Major, Concentration, Specialization, Emphasis, Option, Track* ISLOs Assessed by this Measure: *Outcomes List*	*Objective (Target/Criterion) for Direct Measure 4*
Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Student response on course evaluations for all MBA core courses to item #7 "I gained a significant amount of knowledge from this course." General Program ISLOs Assessed by this Measure: 1 – 7	Mean response at 4.0 or above on the five-point scale where 1 = strongly disagree, 5 = strongly agree, and 4 = agree
2. Student response to exit survey questions regarding perceived personal competence in all MBA core courses.	Mean response at 3.0 or above on the five-point scale where 1 = minimal, 5 = very strong and 3 = satisfactory

General Program ISLOs Assessed by this Measure: 2 – 7	
3. *Indirect Measure 3*	*Objective (Target/Criterion) for Indirect Measure 3*
General Program ISLOs Assessed by this Measure: *Outcomes List*	
Major, Concentration, Specialization, Emphasis, Option, Track ISLOs Assessed by this Measure: *Outcomes List*	
4. *Indirect Measure 4*	*Objective (Target/Criterion) for Indirect Measure 4*
General Program ISLOs Assessed by this Measure: *Outcomes List*	
Major, Concentration, Specialization, Emphasis, Option, Track ISLOs Assessed by this Measure: *Outcomes List*	

Assessment Results: Master of Business Administration (MBA)

Summary of Results from Implementing Direct Measures of Student Learning:

1. Peregrine Academic Services MBA Exam

    Chaminade MBA Average Total Score = 82.6% (n = 77)

    National Comparison Group (Blended/Hybrid) Average Total Score = 53.5%

    Relative Interpretation of Average Chaminade Student Competency = Very High

    High Score = 95.7% (Very High); Low Score = 40.0% (Average)

ISLO	Topic Area	Chaminade MBA Students	National Comparison Group
1	Microeconomics	81.8%	52.7%
2	Accounting	86.1%	54.7%
	Finance	80.3%	47.7%
3	Marketing	80.5%	56.8%

4	Business Ethics	82.7%	54.3%
5	Macroeconomics	80.5%	51.7%
6	Leadership	81.2%	63.9%
7	Strategy	75.6%	55.9%

Green = Performance Above Comparison Group
Red = Performance Below Comparison Group

2. Average Faculty Rating for Groups on Final Strategy Presentation in MBA 800 = 28.4 (n = 15 teams)
   All groups performed to target on the project.

   High Score = 32 (1 group)
   Low Score = 21 (1 groups)

   One group of 15 did not perform to target on the project.

   Average Faculty Rating by ISLO Areas:

   ISLOs   Topic Area   Average Score

1	Analysis	3.6	(14/15 teams met expections)
2, 3, 6	Organizational Capacities	3.5	(14/15 teams met expectations)
4, 5	Organizational Environment	3.8	(15/15 teams met expectations)
7	Strategy Development	3.7	(14/15 teams met expectations)

Green = Performance met target

Red = Performance did not meet target

3.	*Summary of Results for Direct Measure 3*
4.	*Summary of Results for Direct Measure 4*

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Mean Response to Item #7 on course evaluations "I gained a significant amount of knowledge from this course"

ISLO	Topic Area	Related Course	Mean Response	Notes
1	Quantitative Analysis	MBA 520	4.42 (n = 32)	
2	Financial Analysis	MBA 610	4.11 (n = 64)	
		MBA 611	4.84 (n = 65)	
3	Value Creation	MBA 612	4.58 (n = 76)	
4	Legal and Ethical Issues	MBA 602	4.56 (n = 68)	
5	Economics	MBA 601	4.89 (n = 68)	
6	Leadership	MBA 600	4.61 (n = 67)	

| 7 | Strategy | MBA 800 | 4.83 (n = 77) |

Green = Performance met target
Red = Performance did not meet target

2. Mean response to exit survey questions regarding perceived personal competence in required MBA courses (n = 77)

ISLO	Topic Area	Related Course(s)	Mean Response
2	Financial Analysis	MBA 610	4.2 (n = 51)
		MBA 611	4.2 (n = 72)
3	Value Creation	MBA 612	4.3 (n = 72)
4	Legal and Ethical Issues	MBA 602	4.3 (n = 77)
5	Economics	MBA 601	3.9 (n = 72)
6	Leadership	MBA 600	4.3 (n = 77)
7	Strategy	MBA 800	4.6 (n = 77)

Green = Performance met target
Red = Performance did not meet target

3. *Summary of Results for Indirect Measure 3*

4.	Summary of Results for Indirect Measure 4

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	*Direct Measure 1*	*Direct Measure 2*	*Direct Measure 3*	*Direct Measure 4*	*Indirect Measure 1*	*Indirect Measure 2*	*Indirect Measure 3*	*Indirect Measure 4*
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Demonstrate the ability to select and use appropriate quantitative tools to enhance organizational decision-making.	Met	Met			Met	Not Available		
2. Demonstrate an understanding of issues central to financial management of an organization and the ability to use financial tools and analysis to inform business decisions.	Met	Met			Met	Met		
3. Demonstrate an understanding of the process of value creation by an organization and the ability to use concepts and processes of marketing and management to develop competitive advantage for organizations in specified business environments.	Met	Met			Met	Met		
4. Demonstrate an understanding of the legal obligations and ethical dilemmas faced by businesses and the ability to use related frameworks to inform decision-	Met	Met			Met	Met		

making.								
5. Demonstrate an understanding of domestic and global economic environments and the ability to use economic data to inform decision-making.	Met	Met			Met	Met		
6. Demonstrate an understanding of leadership dynamics and the ability to identify appropriate leader actions for enhancing individual, group, and system effectiveness.	Met	Met				Met		
7. Demonstrate and understanding of the central components and processes of strategic management and the ability to assess and create appropriate strategies for organizations in specified business environments.	Met	Met				Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
1. We do not currently have a measure for perceived personal competence in quantitative analysis (ISLO 1) in the exit survey and will look to add that if the ISLO remains as we revise the assessment plan in the current academic year.
2. *Course of Action 2*
3. *Course of Action 3*
4. *Course of Action 4*