

Program Outcomes Guide

Directions: Please complete this form to document your progress toward improving student learning. For each item, indicate your progress and your anticipated next steps. Thank you!

Program Title: MGT Management

Date: Spring 2017

Program Team: Jim Pierne

Expected Learning Outcomes:

1. Develop an understanding of the terminology and concepts of management.
2. Develop a broad understanding of the role of various components of business.
3. Develop critical thinking skills for various management situations experienced as a manager.
4. Understand how current issues have the potential for impacting current management practices.
5. Develop an understanding of the various processes and responsibilities of management and their application in today's business environment.
6. Describe the importance and need for ethical behavior across courses in the management program.
7. Develop an understanding of the importance of personal interaction skills to the management process.
8. Understand how marketing and management need to interact to be successful.
9. Provide an understanding of the impacts of current social issues, diversity, and globalization on the process of management.

Assessment (How do or will students demonstrate achievement of each outcome?)

1. Through production of quality work in classes and as homework is assigned; quizzes and tests; successful individual and group project work.
2. Through writing of individual project papers on current issues in management.
3. Through the successful presentation of effective oral communication projects; quality written assignments; and the development of power point presentations.
4. Successful completion of several simulation exercises provided by the Pearson MyManagementLab program.
5. Through grading rubrics used for most individual and group project assignments.
6. Through collection of data during the semester from various testing instruments to determine if students are achieving the expected outcomes.

Validation (What methods have you used or will you use to validate your assessment?)

1. Individual projects will be validated against a rubric which is provided to the students ahead of time for each assignment.
2. Group projects will be validated against a rubric which is provided to the students ahead of time for each group assignment. Students evaluate their individual and group performance.

3. Selected questions taken from quizzes and tests to determine if the student has mastered the various expected learning outcomes.
4. Evaluation from the completion of simulations to determine if students are mastering the concepts presented in the simulations.

Results (What do your assessment data show? If you have not yet assessed student achievement of your learning outcomes, when is assessment planned?)

1. Data relative to quizzes and exams is just starting to be collected this semester so it is too early to assess the results. Once results for the entire semester have been gathered, they will be analyzed and changes made to the curriculum to improve student performance.
2. Feedback does indicate that there is a need for a constant focus on professionalism in all classes.
3. Feedback indicates that writing skills are weak.
4. Feedback indicates that proofreading and spelling are areas for improvement. Use of the student learning resource centers on campus is often recommended to students.
5. Use of more hands-on, practical exercises is necessary to improve student outcomes performance.

Follow-up (How have you used or how will you use the data to improve student learning?)

1. Greater focus on stressing professionalism (traits, work attitudes, dress, etc) in all classes.
2. More clearly define the standards of performance expected in all classes.
3. Increase the number of writing assignments and group projects used in all classes.
4. Provide more hands-on practical exercises in all classes to make the materials more interesting and hopefully a more quality learning experience for the students.
5. Continue to increase the use of simulations in all classes to improve the student learning experience.
6. Once the data is available from quizzes and test, utilize this information to improve the questions used on testing instruments to improve student outcome performance.

Budget Justification (What resources are necessary to improve student learning?)

Current resources are adequate

Academic Program SLOA Summary

Academic Program: Management A.A.S.

Semester: Fall 2016 - Spring 2017

Data Summary:

The data that supports this summary is found below. The results discussed below are presented based on the desired results of having 80% of all students answer the questions or assignments correctly. In the case of the Accounting classes, the desired results are to have 75% of all students answer the questions or assignments correctly. The data summary presented below consists of data collected from the Fall semester 2016 and the Spring semester 2017 for the following courses: ACC 101, ACC 102, BUS 101, BUS 104, ECO 202, and MGT 103.

MGT.AAS Program Outcome Results

By Course and Format
For Fall 2016 and Spring 2017

All Outcomes			
Course	F2F	Online	Total
ACC101	83%	78%	81%
ACC102	77%	69%	74%
BUS101	78%	70%	74%
BUS104	74%	79%	76%
ECO202	82%	74%	79%
MGT103	81%	74%	78%
Total	79%	74%	77%

Outcome #1			
Course	F2F	Online	Total
ACC102	87%	76%	83%
BUS101	80%	76%	78%
BUS104	79%	85%	82%
MGT103	83%	78%	81%
Total	81%	79%	80%

Outcome #2			
Course	F2F	Online	Total
ACC101	78%	66%	74%
BUS101	82%	71%	76%
ECO202	83%	71%	77%
MGT103	78%	68%	75%
Total	82%	71%	77%

Outcome #3

Outcome #4			
Course	F2F	Online	Total
ACC101	85%	83%	84%
ACC102	71%	62%	67%
BUS101	73%	66%	69%
MGT103	81%	71%	77%
Total	78%	70%	75%

Outcome #5			
Course	F2F	Online	Total
ACC102	69%	58%	64%
BUS101	74%	66%	70%
MGT103	84%	74%	81%
Total	83%	71%	78%

Outcome #6			
Course	F2F	Online	Total
BUS101	79%	56%	67%
BUS104	78%	84%	81%
MGT103	84%	77%	82%
Total	81%	76%	78%

Outcome #7			
Course	F2F	Online	Total
BUS101	80%	74%	77%
MGT103	74%	70%	73%
Total	76%	72%	74%

Course	F2F	Online	Total	
ACC101	85%	83%	84%	Outcome #8 - No Results
ACC102	92%	88%	90%	
BUS101	80%	74%	77%	Outcome #9
BUS104	71%	74%	72%	
ECO202	82%	78%	80%	
MGT103	81%	75%	79%	
Total	80%	76%	78%	

Course	F2F	Online	Total
BUS104	68%	74%	71%
MGT103	81%	71%	77%
Total	76%	73%	75%

Based upon the data above, the analysis shows the following:

1. Overall against the established standards, the students achieved the standards in ACC 101 and ECO202. The F2F classes exceeded the standards in ACC101, ACC102, ECO 202, and MGT103. The Online classes exceeded the standards in ACC 101.
2. With respect to Outcome #1, students achieved the standards in ACC102, BUS104, and MGT103. F2F classes achieved the standards in ACC102, BUS101, and MGT103 while the Online classes achieved the standards in ACC102 and BUS104.
3. For Outcome #2, the students achieved the standards in ECO202. The F2F classes achieved the standards in ACC101, BUS101, and ECO202. The Online classes achieved the standards in none of the four courses measured on this outcome.
4. In Outcome #3, the students achieved the standards in ACC101, ACC102, and ECO 202. The F2F classes achieved the standards in ACC101, ACC102, BUS101, ECO202 and MGT103. The Online classes achieved the standards in ACC101, ACC102, and ECO202.
5. In Outcome #4, the students achieved the standards in ACC101. The F2F classes achieved the standards in ACC101 and MGT 103 while the Online classes achieved the standards in ACC101.
6. For Outcome #5, the students achieved the standards in MGT 103. The F2F classes achieved the standard in MGT 103 while the online classes did not achieve any of the standards.
7. For Outcome #6, the students achieved the standards in BUS 104 and MGT 103. The F2F students achieved the standards in MGT 103 while the online students achieved the standards in BUS 104.
8. With respect to Outcome #7, the students did not achieve the standards. The F2F classes achieved the standards in BUS 101 while the Online classes did not achieve the standards.
9. With respect to Outcome #8 there are no results.

10. With respect to Outcome #9, the students did not achieve the standards. The F2F classes achieved the standards in MGT 103, however the Online students did not achieve the standards.

Overall the performance of the F2F students was stronger than the Online students. Although work is required in all Outcomes to improve overall student, F2F and online student performance, this is particularly true for Outcomes #2, #4, #5, #7, and #9.

Plan of Action:

The plan of action would indicate a need to continue to focus more time and attention on improving performance as it relates to terminology, management concepts, and a need to spend a great deal more time on developing an understanding of the role of various components in business. This can be accomplished in most classes by increasing the time on definition of terms, and improving the teaching techniques used to improve the understanding of roles of management. Simulations, case studies, and videos contained in labs along with problem solving skills can be focused on in all classes. More problems can be applied in accounting and economics classes to improve performance. Critical thinking skills need more focus and this can also be accomplished in all classes through more problem solving experience, case studies, and simulations that allow students to demonstrate an understanding of the concepts presented in the classes.