

Assurance of Student Learning Report 2023-2024			
Gordon Ford College of Business		Management	
1775 – Managing Inclusive Organizations, Certificate			
<i>Replace this with the program director and/or assessment coordinator</i>			
Is this an online program? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
*** Please include Curriculum Map as part of this document (at the end), NOT as a separate file.			
<i>Use this page to list learning outcomes, measurements, and summarize results for your program. Detailed information must be completed in the subsequent pages.</i>			
Student Learning Outcome 1: Identify basic legal concepts related to diversity, equity and inclusion for business.			
Instrument 1	Students will be given questions on the exit exam in BA 495 related to legal concepts concerning diversity, equity, and inclusion for business.		
Instrument 2			
Instrument 3			
Based on your results, check whether the program met the goal Student Learning Outcome 1.		<input type="checkbox"/> Met	<input checked="" type="checkbox"/> Not Met
Student Learning Outcome 2: Students will be able to articulate the importance of working in diverse teams to create successful outcomes.			
Instrument 1	Student reflections on an open-ended question related to diverse team and business success will be recorded via the BA 495 exit exam.		
Instrument 2			
Instrument 3			
Based on your results, check whether the program met the goal Student Learning Outcome 2.		<input type="checkbox"/> Met	<input checked="" type="checkbox"/> Not Met
Student Learning Outcome 3: Identify the basics of employment law (e.g., laws related to hiring, firing, and discrimination.)			
Instrument 1	Students will be given questions on the exit exam related to hiring, firing, and discrimination laws on the BA 495 exit exam.		
Instrument 2			
Instrument 3			
Based on your results, check whether the program met the goal Student Learning Outcome 3.		<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Not Met
Student Learning Outcome 4:			
Instrument 1			
Instrument 2			
Instrument 3			
Based on your results, check whether the program met the goal Student Learning Outcome 4.		<input type="checkbox"/> Met	<input type="checkbox"/> Not Met
Program Summary (Briefly summarize the action and follow up items from your detailed responses on subsequent pages.)			
<p>There was only one student enrolled in the certificate graduating in spring 2024, given the certificate launched in fall 2023. This was a good opportunity to pilot the certificate exams to examine them for any issues. The questions for SLOs 1 and 3 appear on-target, and will be examined again next spring for any needed adjustments.</p> <p>SLO 2 will be assessed in the upcoming academic year. Faculty will be asked to provide an open-ended question for the BA 495 exit exam for this certificate that addresses the importance of diverse teams.</p>			

Student Learning Outcome 1				
Student Learning Outcome		Identify basic legal concepts related to diversity, equity and inclusion for business.		
Measurement Instrument 1		Students will be given questions on the exit exam in BA 495 related to legal concepts concerning diversity, equity, and inclusion for business.		
Criteria for Student Success		Score of 70% or higher on the senior exit exam.		
Program Success Target for this Measurement		70%	Percent of Program Achieving Target	0 %
Methods	The one (1) student enrolled in the certificate final course (BA 495), graduating in spring 2024, took the exit exam for the certificate. That student scored 66% for this SLO, getting 6 of the 9 related questions correct.			
Measurement Instrument 2				
Criteria for Student Success				
Program Success Target for this Measurement			Percent of Program Achieving Target	
Methods				
Measurement Instrument 3				
Criteria for Student Success				
Program Success Target for this Measurement			Percent of Program Achieving Target	
Methods				
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 1.				<input type="checkbox"/> Met <input checked="" type="checkbox"/> Not Met
Results, Conclusion, and Plans for Next Assessment Cycle (Describe what worked, what didn't, and plan going forward)				
<p>Results and Conclusion: Given that only one student took the exam for this new certificate, the department will consider the questions for this particular SLO a pilot and assess again next spring to determine if there are concerns.</p> <p>Next Assessment Cycle Plan: This outcome will be assessed again this time next year, around April 2025. Exit exam results will be collected in May 2025. The departmental AOL representatives and the faculty members in charge of the exit exam will collect the artifacts.</p>				

Student Learning Outcome 2				
Student Learning Outcome	Students will be able to articulate the importance of working in diverse teams to create successful outcomes.			
Measurement Instrument 1	Student reflections on an open-ended question related to diverse teams and business success will be recorded via the BA 495 exit exam.			
Criteria for Student Success	Score of 70% or higher on the senior exit exam, discipline specific questions.			
Program Success Target for this Measurement	70%	Percent of Program Achieving Target	Not yet assessed	
Methods	This question will be added to the BA 495 Assessment for future semesters.			
Measurement Instrument 2				
Criteria for Student Success				
Program Success Target for this Measurement		Percent of Program Achieving Target		
Methods				
Measurement Instrument 3				
Criteria for Student Success				
Program Success Target for this Measurement		Percent of Program Achieving Target		
Methods				
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 2.			<input type="checkbox"/> Met	<input type="checkbox"/> Not Met
Results, Conclusion, and Plans for Next Assessment Cycle (Describe what worked, what didn't, and plan going forward)				
<p>Results and Conclusion: The department has not yet assessed this particular question, and will add the question in the upcoming assessment cycle.</p> <p>Next Assessment Cycle Plan: This outcome will be assessed this time next year, around May 2025. Exit exam results will be collected in May 2025. The departmental AOL representatives and the faculty members in charge of the exit exam will collect the artifacts.</p>				

Student Learning Outcome 3				
Student Learning Outcome	Identify the basics of employment law (e.g., laws related to hiring, firing, and discrimination.)			
Measurement Instrument 1	Students will be given questions on the exit exam related to hiring, firing, and discrimination laws on the BA 495 exit exam.			
Criteria for Student Success	Score of 70% or higher on the senior exit exam, discipline specific questions.			
Program Success Target for this Measurement	70%	Percent of Program Achieving Target	100%	
Methods	The one (1) student enrolled in the certificate final course (BA 495), graduating in spring 2024, took the exit exam for the certificate. That student scored 75% for this SLO, getting 4 of the 6 related questions correct.			
Measurement Instrument 2				
Criteria for Student Success				
Program Success Target for this Measurement		Percent of Program Achieving Target		
Methods				
Measurement Instrument 3				
Criteria for Student Success				
Program Success Target for this Measurement		Percent of Program Achieving Target		
Methods				
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 2.			<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Not Met
Results, Conclusion, and Plans for Next Assessment Cycle (Describe what worked, what didn't, and plan going forward)				
<p>Results and Conclusion: Given that only one student took the exam for this new certificate, the department will consider the questions for this particular SLO a pilot and assess again next spring to determine if there are concerns.</p> <p>Next Assessment Cycle Plan: This outcome will be assessed again this time next year, around May 2025. Exit exam results will be collected in May 2025. The departmental AOL representatives and the faculty members in charge of the exit exam will collect the artifacts.</p>				

*** Please include Curriculum Map (below/next page) as part of this document

Management Department Curriculum Map

Where are PLOs Introduced, Developed, and Mastered?

	<i>COURSE</i> <i>Introduced</i>	<i>COURSE</i> <i>Introduced/ Developed</i>	<i>COURSE</i> <i>Developed</i>	<i>COURSE</i> <i>Developed/ Mastered</i>	<i>COURSE</i> <i>Mastered</i>
<i>SLO 1: Identify basic legal concepts related to diversity, equity, and inclusion for business.</i>		<i>MGT 200</i>	<i>MGT 311</i>		<i>MGT 400</i>
<i>SLO 2: Students will be able to articulate the importance of working in diverse teams to create successful outcomes.</i>		<i>MGT 210</i>	<i>MGT 311</i>		<i>MGT 305</i>
<i>SLO 3: Identify the basics of employment law (e.g., laws related to hiring, firing, and discrimination).</i>		<i>MGT 200</i>	<i>MGT 311</i>		<i>MGT 400</i>

Place an I, D, or M in each cell above to indicate where the program content related to each SLO is introduced (I), developed (D), and/or mastered (M). SLO content may be delivered in more than just six courses as indicated in the above table.