

Academic Year 2011-2012 Learning Outcomes Assessment

Undergraduate

Coverage of Core Curriculum in Courses

Table A Learning Outcomes per Core Business Course	ACG 2013	ACG 2023	BUS 3193	BUI 3633	BUS 2353	BUS 2343	BUF 2173	BUM 2183	BUS 4303	BUR 2153	BUS 1183	BUSV 4713	BUS 2013	BUS 3053	BUS 2133
Students will exhibit business appropriate <i>communication skills</i>				X				X	X	X	X	X		X	
Student will exhibit the ability to successfully perform in a <i>group or team</i>		X		X	X	X			X	X					
Students will exhibit and understand elements, standards, and application of <i>critical thinking</i>	X	X			X	X		X	X			X		X	
Students will exhibit business skills in the following areas:															
<i>Technology</i>						X								X	X
<i>Research</i>					X	X			X				X	X	
<i>Finance</i>		X				X	X		X						
<i>Accounting</i>	X	X							X						
<i>Marketing</i>										X	X				
<i>Global Business</i>				X							X				
<i>Management</i>								X	X		X				
<i>Business Law</i>			X		X						X				
Students will exhibit the ability to express a <i>Christian Worldview</i> as it relates to business practices	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Direct Measures:

Business Strategy Course Rubric

Table B Capstone Course Rubric Results				
	Group Case		Group Industry Project	
	10/11	11/12	10/11	11/12
Communication	78%	75%	78%	76%
Group Skills	81%	79%	84%	75%
Critical Thinking	82%	82%	84%	84%
Core Business Skills	77%	78%	82%	80%

Rinker Learning Assessment Test Results

Table D	
<i>RLAT Scores by Discipline and Overall</i>	
	Business Strategy
Intro to Business	84.1%
Macroeconomics	48.2%
Microeconomics	43.6%
Financial Accounting	58.8%
Managerial Accounting	62.5%
Global Business	58.9%
Finance	72.0%
Information Systems	41.3%
Marketing	79.6%
Statistics	51.5%
Business Res. Methods	57.7%
Management	49.6%
Leadership & Ethics	67.4%
Business Law I	34.1%
Business Strategy	24.2%
Overall Mean Score	55.6%

Indirect Measures:

Communication Skills As Assessed in IDEA Evaluations

Table E						
Developing skill in expressing myself orally or in writing (Question 28)						
Respondents (Total #)	No Apparent Progress	Slight Progress	Moderate Progress	Substantial Progress	Exceptional Progress	Omitted
ALL RSB (985)	8.8%	8.6%	18.7%	26.5%	36.2%	1.1%
Internship (8)	0.0%	25.0%	50.0%	12.5%	12.5%	0.0%

Table F						
As a result of taking this course, I have developed my ability to organize my thinking through the process of writing (Question 51)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL RSB (985)	5.9%	7.5%	25.2%	23.0%	24.3%	14.1%
Internship (8)	12.5%	0.0%	25.0%	50.0%	12.5%	0.0%

Team Collaboration Skills As Assessed in IDEA Evaluations

Table G						
Formed "teams" or "discussion groups" to facilitate learning (Question 5)						
Respondents (Total #)	Hardly Ever	Occasionally	Sometimes	Frequently	Almost Always	Omitted
ALL RSB (985)	8.3%	6.4%	13.6%	22.2%	48.8%	0.6%
Introduction to Business (93)	1.1%	3.2%	12.9%	29.0%	53.8%	0.0%

Table H						
Formed "teams" or "discussion groups" to facilitate learning (Question 5)						
Respondents (Total #)	Hardly Ever	Occasionally	Sometimes	Frequently	Almost Always	Omitted
ALL RSB (985)	8.3%	6.4%	13.6%	22.2%	48.8%	0.6%
Strategy (59)	1.7%	0.0%	10.2%	10.2%	78.0%	0.0%

Critical Thinking Skills As Assessed in IDEA Evaluations

Table I						
Learning to analyze and critically evaluate ideas, arguments, and points of view (Question 31)						
Respondents (Total #)	No Apparent Progress	Slight Progress	Moderate Progress	Substantial Progress	Exceptional Progress	Omitted
ALL RSB (985)	4.6%	6.7%	16.9%	28.0%	42.4%	1.4%
Strategy (59)	1.7%	1.7%	15.3%	35.6%	45.8%	0.0%

Table J						
As a result of taking this course, my thinking in this subject are is more focused and systematic (Question 48)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL RSB (985)	3.2%	2.9%	17.8%	30.6%	31.5%	14.0%
Strategy (59)	0.0%	0.0%	11.9%	32.2%	28.8%	27.1%

Table K						
As a result of taking this course, I find I am better able to take seriously and weigh views of others (Question 49)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL RSB (985)	3.9%	5.2%	24.3%	26.6%	26.2%	13.9%
Strategy (59)	0.0%	0.0%	30.5%	20.3%	20.3%	28.8%

Table L						
In this course, I improved my ability to give sound reasons for my beliefs and opinions regarding issues in this subject area (Question 50)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL RSB (985)	4.0%	5.1%	21.9%	27.7%	26.9%	14.4%
Strategy (59)	0.0%	1.7%	25.4%	25.4%	18.6%	28.8%

Christian Integration As Assessed in IDEA Evaluations

Respondents (Total #)	N	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL RSB	985	4.0%	4.4%	17.7%	25.8%	34.2%	14.0%
Accounting	229	7.9%	5.7%	13.5%	20.1%	34.9%	17.9%
Business Law	42	0.0%	2.4%	14.3%	23.8%	40.5%	19.0%
Economics	130	0.8%	3.8%	21.5%	33.8%	38.5%	1.5%
Entrepreneurship							
Finance	74	9.5%	5.4%	32.4%	16.2%	12.2%	24.3%
International	85	5.9%	4.7%	16.5%	25.9%	32.9%	14.1%
Management	270	2.2%	3.7%	17.0%	30.0%	34.4%	12.6%
Marketing	84	0.0%	2.4%	14.3%	19.0%	52.4%	11.9%
Research/Stat	45	4.4%	6.7%	20.0%	22.2%	24.4%	22.2%

Employer Evaluations

Evaluation Criteria	5		4		3		2		1	
	Exceptional		Exceeded Expectations		Met Expectations		Below Expectations		Unacceptable	
	Fall 2011	Spr 2012	Fall 2011	Spr 2012	Fall 2011	Spr 2012	Fall 2011	Spr 2012	Fall 2011	Spr 2012
Job performance	43%	54%	48%	33%	4%	13%	4%	0%	0%	0%
Ability to learn	57%	50%	35%	33%	17%	17%	0%	0%	0%	0%
Reliability/Attendance	52%	50%	30%	38%	13%	13%	4%	0%	0%	0%
Written comm. skills	30%	25%	43%	46%	22%	25%	4%	4%	0%	0%
Verbal comm. skills	35%	38%	48%	38%	13%	21%	0%	0%	0%	0%
Teamwork skills	48%	54%	43%	33%	9%	13%	0%	0%	0%	0%
Leadership skills	22%	25%	43%	46%	35%	25%	0%	0%	0%	0%
Interpersonal Skills	39%	50%	38%	38%	4%	12%	9%	9%	0%	0%

Graduate – MBA

Direct Measures:

Table O						
<i>Capstone Course Rubric Results</i>						
	Group Case			Group Industry Project		
	10/11		11/12	10/11		11/12
Communication	86%		85%	80%		80%
Group Skills	80%		82%	84%		86%
Critical Thinking	79%		83%	85%		85%
Core Business Skills	80%		80%	84%		84%

Table P	
<i>Business Research Methods Course Rubric Results</i>	
	Percent Scoring Good
Use reference material in explaining analytical concepts	100 %
Demonstrates understanding of analytical concepts	100 %
Applies critical thought in analyzing information	90 %

Indirect Measures:

Communication Skills As Assessed in IDEA Evaluations

Table Q						
Developing skill in expressing myself orally or in writing (Question 28)						
Respondents (Total #)	No Apparent Progress	Slight Progress	Moderate Progress	Substantial Progress	Exceptional Progress	Omitted
ALL MBA (249)	4.0%	4.0%	18.1%	28.5%	43.0%	2.4%

Table R						
As a result of taking this course, I have developed my ability to organize my thinking through the process of writing (Question 51)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL MBA (249)	3.6%	3.2%	14.5%	24.1%	22.9%	31.7%

Team Collaboration Skills As Assessed in IDEA Evaluations

Table S						
Formed "teams" or "discussion groups" to facilitate learning (Question 5)						
Respondents (Total #)	Hardly Ever	Occasionally	Sometimes	Frequently	Almost Always	Omitted
ALL MBA (249)	4.8%	2.8%	8.4%	22.9%	59.4%	1.6%

Critical Thinking Skills As Assessed in IDEA Evaluations

Table T						
Learning to analyze and critically evaluate ideas, arguments, and points of view (Question 31)						
Respondents (Total #)	No Apparent Progress	Slight Progress	Moderate Progress	Substantial Progress	Exceptional Progress	Omitted
ALL MBA (249)	2.4%	2.4%	14.1%	32.5%	46.2%	2.4%

Table U						
As a result of taking this course, my thinking in this subject are is more focused and systematic (Question 48)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL MBA (249)	2.8%	2.0%	13.3%	22.1%	28.9%	30.9%

Table V						
As a result of taking this course, I find I am better able to take seriously and weigh views of others (Question 49)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL MBA (249)	1.6%	3.6%	16.5%	24.5%	22.1%	31.7%

Table W						
In this course, I improved my ability to give sound reasons for my beliefs and opinions regarding issues in this subject area (Question 50)						
Respondents (Total #)	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Omitted
ALL MBA (249)	2.0%	2.4%	16.5%	22.5%	24.5%	32.1%

Christian Integration As Assessed in IDEA Evaluations

Table X						
Christian principles/ideas were integrated into this course (Question 55)						
Respondents (Total #)	No Apparent Progress	Slight Progress	Moderate Progress	Substantial Progress	Exceptional Progress	Omitted
ALL MBA (249)	5.6%	4.8%	16.1%	19.7%	21.7%	32.1%

Overall Summary of Undergraduate and Graduate IDEA Evaluation Results

Table Y			
Overall summary of IDEA Evaluation Results - Undergraduate			
Undergraduate IDEA Evaluations (marked 4 or 5)	09/10	11/12	Change
Communication skills (Questions 28, 51)	63.0%	59.3%	-3.7%
Team collaboration (Question 5)	71.5%	71.5%	0.0%
Critical thinking (Questions 31, 48, 49, 50)	70.7%	67.2%	-3.5%
Christian integration (Question 55)	71.9%	69.7%	-2.2%
Overall mean	69.3%	66.9%	-2.4%
Employer evaluation	90.7%	82.2%	-8.5%

Table Z			
Overall summary of IDEA Evaluation Results - Undergraduate			
MBA IDEA Evaluations (marked 4 or 5)	09/10	11/12	Change
Communication skills (Questions 28, 51)	70.2%	71.0%	0.8%
Team collaboration (Question 5)	76.7%	83.7%	7.0%
Critical thinking (Questions 31, 48, 49, 50)	78.3%	73.0%	-5.3%
Christian integration (Question 55)	65.0%	61.0%	-4.0%
Overall mean	72.6%		-72.6%
Employer evaluation (N/A for MBA Program)			

Rinker School of Business Exit Interview Questions

1. Were you satisfied that faith and learning were successfully integrated in your RSB courses?
2. If you are interested in pursuing graduate work in business administration, do you feel that your RSB undergraduate coursework has successfully prepared you for such pursuit?
3. Would you recommend the RSB to prospective students? If so, why? If not, why not?
4. What constructive comments do you have to make Rinker School of Business a better place to study?
5. What do you think it takes to succeed at RSB?
6. Did your internship placement lead to a full-time job offer?
7. Are you prepared to compete in the business environment? Why?
8. Would you recommend PBA to a friend? Why?
9. What do you consider to be a strength of your program of study within Rinker School of Business?
10. What do you consider to be a weakness of your program of study within Rinker School of Business?
11. Should the curriculum be improved? How?
12. Do you feel well prepared in your major area of study? Why or why not?
13. Take a look at the 12 learning outcomes for an RSB student. Do you feel prepared in each of these areas? Why or why not?
14. Do you feel well prepared in the area of mathematics and written composition?

The results from Sprig 2012 appear below.

Undergraduate

Question 1

- Yes, absolutely. Especially my courses this semester. For example, as we talk about cases in Business Strategy. Throughout my time here, many professors started class with prayer or devotion.
- I think so. It incorporated enough faith based and ethics in business. There was a good balance of covering the business topics and faith integration.
- Yes, I am pretty satisfied that the majority of courses did. Some courses had more than others. Even prayer before class at least was a help.
- I'm very satisfied that faith and learning were integrated.
- Yes. As for faith it was integrated more into other classes than business classes. I wasn't dissatisfied.
- Yes, pretty satisfied. A faculty member has to think about the extent before it becomes a theology class. I liked that we talked about ethics and servant leadership and a business context.
- Yes, I was really pleased with Faith Integration. Professors took time to pray, like Professor Tillett. Definitely in Leadership and Ethics course and in ethical decisions in business courses

- Depends on the professor. The majority did not necessarily integrate a lot of faith. The leadership and ethics class text book should maybe be a Christian based text book. It was mixed and it really depended on the professor.
- Most were not in business classes, but in political science. Almost all prayed before class and talked about how to be a good example. I have been impressed as it was natural for them.
- I guess in business school I did not expect much because there is not much room to cover. But many of my professors started class with prayer and handled issues with faith.
- Definitely mentioned often, but I don't know about integrated. Some faculty did integrate, and all mentioned what the Bible said about certain business topics.

Question 2

- Yes, I feel that my knowledge has grown a lot. I love that you now have the JJ's Entrepreneurs. I wish that started when I was a freshman so I could have participated.
- Yes, a pretty good job preparing me. I feel you prepared me pretty well.
- Yes, it definitely has. I feel like I learned a lot.
- Seventy percent yes. I think more real world classes with taxation with the IRS would be helpful to allow us to see the real world in course work.
- I hope so, but it depends on where I would go. My first year at another school was more challenging.
- Yes, I do because you can make your education whatever it can be. If you are willing you can do it anywhere.
- Yes, I am going to a graduate degree program. I have a pretty good solid core of business areas.
- It prepared me. I want to get experience, but I think that I am prepared.
- Yes, I think it has definitely yes.
- I feel prepared. I got a good picture of the real world application of what I learned.
- We only did case work in two classes. I think more case work would have prepared me for graduate work, because graduate work is a lot of case work.

Question 3

- Yes definitely. I know people taking business classes at other universities and I love that we learn about running a business ethically when other colleges don't emphasize that.
- I learned a decent amount. A problem is that the career fair has the same employers every year and they are not really hiring for good career jobs. It is places like the Breakers hiring valets. It is very expensive to come here and the career fair is not on par with other schools.
- I definitely would because of the faith integration. A lot of the teachers have been very helpful. The small class sizes is very good also.
- The lower level courses are much more manageable than upper level courses. The upper level courses are much more intense. So it depends on how they can handle the intensity. I would recommend it if they can handle the intensity.
- I would like more variety of professors. I have had one professor for 4 classes. If we had new professors I would have enjoyed them.
- Yes I would recommend it. You can be closer to professors and more access is beneficial. Compared to a large University it is a huge benefit.

- Yes, I definitely would related to what they want if they want a small business program yes, but not if they want a large school. If they are interested in a small Christian college.
- RSB is very good for a niche group of students. But for the majority of people no. If they want a Christian university and they want to be self motivated yes.
- Yes, I definitely would. The professors were great.
- Absolutely, it is challenging and it weeds out the business students that think they can skate by.
- I would need to learn more about the student. If they can get into an Ivy League school, they should do that. If they want a Christian environment, yes. At a small school like this, you get to know about the professors better.

Question 4

- More opportunity to take advantage of tutoring. Sometimes I did not know about tutoring until after it was too late. Maybe the professors can emphasize it is available and when it is available. It would help to have tutoring for Business Statistics. I think it would also add a lot to have books for us to read as part of the class - books in addition to the textbooks.
- You need more professors. I tended to have the same professors for several courses. We need more variety of teachers and different teaching styles. Also the faculty here are teaching too many courses. Some are teaching 5 or 6 per semester.
- I'm not sure but maybe a professional dress code for students would add something to the school. Like in Catholic high school we wore a dress shirt and tie everyday. It's a better environment. Students need to see how they should dress for a job.
- There should be more library books on the topics taught in addition to the text books. It takes more than one semester to understand everything. So I would like to have library supplements.
- Hire more professors. More variety of professors. I am not a fan of the 2 1/2 hour class on Monday. Some classes work that way, but others do not. The Strategy was fine, but the finance class was too much for 2 1/2 hours all at once.
- More guest lectures. Sigma Beta Delta did some, but more classes should have more to give a more practical exposure. We need more learning of excel and access and also give more exposure to social media in business.
- The number of times you take one professor is too much. If we can reduce the number of times a student has the same professor. I would also like to have more hands on projects out of the classroom.
- I really enjoy the professors. It was harder to get a hold of some professors, they seem to be busier. It would be nice to have a few different professors. Integrating faith should be more than just reading a verse at the beginning of class. More field trips and real live case studies would have helped. Finding a job was hard, most big businesses are not posting on our job website. Career Development was a disappointment. I needed more help in being placed in a job. You have to find your own job.
- We need more teachers for the international business program and ones that have been in the industry.
- It was a great move to consolidate the finance tracks. Faculty are overworked when we try to have more than we have resources for. We focused on fundamentals, but might have covered more technical analysis in finance.
- The learning expectations were not high enough in many classes. The lower level classes, especially. Learning expectations should be improved.

Question 5

- Devoting time to it and being committed to doing well. You have to want to succeed. It is important to really interact with your teachers and it is easier to do here because classes are small.
- Diligence and do your work. Do it on time and be responsible for yourself.
- Dedication to the work and doing all of the assignments and readings. If you do your work in each of the classes, you will do well.
- Study groups.
- Had to work hard and had determination. Team player because I had a lot of group projects.
- Take the initiative to read material and stay up on the work. Not just go through the motions. You have to have self directed learning.
- Same as a business school anywhere discipline, determination, go to the library, study, and be diligent. Get to know your professor that helps you succeed.
- Self-motivated and taking time to meet with professors one on one. Take time and effort to succeed. It's more up to the person to take advantage of things available.
- Lots of perseverance and get involved with extra curricular things. Get involved in clubs and do a lot of study or you can't do well.
- Discipline and preparation for class and talking with professors in class.
- Some students here are not really prepared for college. Some kids graduate with doing very little, and others worked hard and got involved with a lot of different things. The professors were always available to me, and I liked being able to talk with them. To succeed, you need to do the work and meet with the professors for help.

Question 6

- Yes, I will have a full-time job because I am doing an internship this semester and they have hired me full-time.
- No, it did not lead to a full-time offer.
- Informally, but I plan to move back home so I could not take a job with my internship employer.
- No, because I did taxation with the IRS.
- No, but I did not want to work there.
- It has not, but it opened up doors that may help my career.
- Yes and no. I left the internship after one semester, but I would have been offered a job if I stayed.
- I got a fulltime job that I then worked into an internship.
- No.
- Its yet to be determined, I may have a job there.
- Yes, it did. Kim Ladd has done a great job in career development.

Question 7

- For sure, yes. I think the reading I do in books as well as reading back through topics in my textbooks has helped.
- Yes, I definitely have what it takes to be knowledgeable in that field
- I think it has prepared me pretty well. The presentations I had to do helped me a lot.
- I know it from the text book, but I have not had full exposure to business without an internship.
- I hope so, but I do worry about that. I feel that I have the base knowledge, but I think a company will train me for their method.
- Yes, I am some because of RSB but some because of internships and summer jobs.

- Yes, I have the course skills and competencies.
- Once I am in that environment I will know better. To a certain extent I am because I feel like I am ahead from people at PBSC. I do think more hands on in classes would help.
- I am some what prepared, but I need more experience to be more successful.
- Absolutely, I am prepared. I could add value to a company.
- Yes, I think so. I do feel like I am prepared. I do a lot of networking.

Question 8

- Yes, and I have. I really enjoyed the Christian emphasis in my classes.
- Yes, but maybe not for business. I think Pharmacy and Film are very good programs and I would recommend students to those.
- Yes definitely. It is a quality education but also because it is a Christian school.
- Yes, if they are a Christian or want to grow in their faith. But if they are from a different religion, I may not recommend it.
- Yes, depending on the friend. It take a certain type of person to go to a faith based small school, but I have little negative to say about it.
- Yes, I would because of small classes and availability of professors, and the ability to cultivate faith.
- Definitely I would. I really enjoyed the faith integration, the friends, and the atmosphere.
- Yes, but not if they want a party school.
- Yes I would. I have had amazing professors that want you to succeed and the small class size was good.
- I would recommend PBA, but it would have to be someone with a faith based background.

Question 9

- My entrepreneurship major gave me the motivation and resource to open my own business. For example my current entrepreneurship class has included walking through the steps to start up the bakery at the Lord's place.
- The professors. I know them on a personal level and they take an interest in your success and your life.
- The International business trip. It was real-world learning and it was a great experience. The courses also help me develop presentation skills.
- Class participation.
- Doing several group projects and doing a lot of presentations. I am a stronger presenter now.
- A strength is my major is a little more practical than others. I learned technical skills that I can learn in my career.
- It was a good overview of everything in every area of business. I learned a lot in accounting, finance, economics, and it helped.
- The ability to meet professors and gain knowledge out of class from them. There is a low student to teacher ratio and my teachers actually had a doctorate.
- Cultural awareness of the program and the dynamics of different cultures .
- Professors seem to have a good understanding of what you would use in a company and then teach that.

Question 10

- Lack of assigned books other than the text book. I really learn a lot by reading other books. I like the once a week classes on Monday, but I was sick for a week and a half and I really missed a lot of class because I had several classes on Mondays.
- The workload of the professors - they teach too many classes. I had the same professors for 4 or 5 classes. We need a career fair just for RSB and have jobs other than just \$10m per hour jobs. We also need a course on social media and digital marketing.
- In some of the majors, there are only a few majors and the classes might be a little too small. Maybe we should also add a minor in accounting or finance so that someone who majors in management or IB can also get some more specific job skills.
- Lack of networking with other students.
- I can't think of any, but I could have learned more with a larger variety of professors.
- One day a week three hour classes are too long. It kind of drags. Some students like it, but after 1.2 hours I can't learn. I had to do more study on my own.
- Taking the same professor multiple times. I would like a little more hands on experience.
- I got theoretical knowledge, but I don't know how much practical knowledge I gained. It would help to have more connections with local businesses. The career fair was too broad, maybe we need a RSB career fair.
- Not having enough professors, too many courses having the same professors.
- Teachers are covering too many classes and I take the same professor in many classes.

Question 11

- nothing comes to mind.
- The curriculum is pretty good. It would be good to take business field trips or have more business guest speakers.
- We should maybe add a course on International trade since that is such an important part of business.
- Yes, there are so many general education classes that are not necessary. Like science classes.
- I don't know how, but it could be improved. Some professor are more challenging than others.
- More hands on learning. I am not sure how, but I would like to let business students do consulting work to see the practical side.
- No, not really. I got a good foundation.
- Christian Integration could be improved and more practical guest speakers, more cases, more hands on field trips.
- The curriculum was fine. All the courses were great.
- No, it was a good curriculum.

Question 12

- yes, absolutely. If you put the work in while you are in class, you'll do well in business.
- I know it pretty well. I have the book knowledge but I'll learn how to put it in practice in my job. One weakness is we need a course on advertising in social media.
- Yes, I am pretty well prepared. I learned a lot of new things and it helped me make sense of the things that happen in the world.
- Because of the lack of in-field experience, I don't feel well prepared.
- Yes I do. I am interested in my areas of study and I wanted to learn.
- I think I probably need experience in the field to say I am fully prepared. Hands on experience is really helpful. To see practical verses theoretical. It gave me a basis to learn from.
- Definitely. I learned what I needed to go to grad school and work for a company.

- To a certain extent I am I learned a lot of things, but I am not yet sure that I know how to implement them. I needed more help in interviewing and how to evaluate job benefits.
- I feel well prepared, but could be more prepared.
- I feel prepared, because of the direct application of what I studied.

Question 13

- Nothing stands out.
- First 3, yes definitely. Technology, life prepared me more than the IS course. I feel very prepared in the research area. I'm just not good in accounting and I took finance at another college. Business law was a good course. For number 12, definitely so. There was a good Christian perspective in courses.
- Number one definitely. The presentations I did really helped. Number two was very good. We did many group projects. The IS course was helpful but there should be a lot more focus on Excel. Maybe we should have a course on Excel because businesses use it so much every day.
- For communication skills, I feel more confident in a group or with individuals. Number three is average, because I wasn't prepared for it. In the areas of technology, research, and global, I am very well prepared. For faith integration, I feel we have more than any other school.
- "Communication Skills-Yes I feel strongly in communication because I did a lot of presentations.
- Group work yes, I did a lot of group work.
- Critical Thinking-Yes because we did a lot of case studies.
- Technology Yes OK.
- Research was a harder class for me.
- Finance and Accounting are not my strong points.
- Marketing- Yes.
- Management-Yes.
- Business Law-I feel a little bit iffy about this but I did learn the basic principles.
- Christian Worldview-Yes, definitely.
- Global-Yes."
- Communication skills Yes, I improved a lot in that. Group work yes, a lot of group projects. Critical thinking yes. Case studies and a lot of projects make you think and problem solve. Technology to me the class is not enough, but I am pretty good with technology. Research Yes for the most part a lot of group projects had us do research. Finance Yes I have a good basis to learn in a business. Accounting I took it long ago so I can't speak about it. Christian Worldview Yes most faculty emphasized different dilemmas and emphasizes ethics from a biblical world view.
- Communications skills yes the internship really helped. Group work yes we did a lot of group projects and it helped. Critical thinking I learned through other courses as well as in business classes. I probably got more outside such as Christian values and biblical faith and some business courses added to this. technology no not really I took it as a freshman and forgot it. Research business strategy made me do more research. Finance yes. Accounting yes. Marketing definitely. Global yes, it was integrated in several courses. Management yes. Business Law Yes we did a lot of hands on things and had guest speakers. Christian World view- for sure all courses and even non business tied in the Christian Worldview.
- Communication skills yes overall I am satisfied. Group projects yes there were a lot of group projects that help me prepare for the work place. Critical thinking may be a little weaker, more case studies would help. Technology was a pretty intense class, we might need one or two more classes. For research we need more for intro. to bus. in the end I was satisfied, because I

figured out how to use databases for research, but I could have used them in intro. Finance I feel a little weaker. Accounting I feel good and satisfied. Marketing there should be more focus on BB2C and more focus B2B. Global the international travel was helpful. Management a lot of courses covered the basics in management. business law I have a basic understanding of. Christian worldview case studies and ethical issues would have helped.

- Communication Skills Yes I had presentations in every class. Group work I had a lot of those in each class. Critical thinking I think I got more from the Honors program, but the professors did try to incorporate critical thinking. Technology Yes in the CIS course. Research Yes definitely. Finance I don't intend to pursue a career in that. Accounting I don't intend to pursue a career in that. Marketing I am some what prepared. Dr. Ressler was great. Global Yes. Management Yes I am prepared, but I would like experience also. Business Law was much more broad and I don't remember much of it. Christian Worldview definitely.
- I am low on some, but those are courses I took as a freshman so I did not try as hard, even though the opportunity was there.

Question 14

- Yes
- Written composition yes. Math might be a weakness for me.
- Yes, I do. A lot of it I learned in high school. I was well prepared coming in. Composition 1 and composition 2 helped.
- I have improved in these areas.
- I am weak in math, but it is not PBA's fault, it is just not my strength. In written communication I feel very prepared.
- Not as a result of classes in the RSB. I was in QEP and we took courses that others don't take. I did a lot of these in QEP.
- For sure, college algebra helped with accounting. I feel prepared in written communication.
- Stronger in comp. than math. Maybe calculus or algebra would help
- Yes, I was prepared.
- Math is well covered in the Finance major, but most business majors really struggled with math. Composition is well covered in the general ed. Classes. I am very well prepared in both.

Other

- The internship program is great and Kim Ladd does a great job. I think you should somehow emphasize to students that they need to talk with her in Career development. Maybe even require students to meet with her.
- At PBA, the business school is forgotten and all the money goes to pharmacy and nursing. We need more professors so that our professors aren't overloaded and teaching 5 or 6 courses a semester. More money should be put in the business school so we can create loyalty in the grads of RSB. When they are successful they will give back to PBA.
- The Christian integration helped a lot. The Career Development office helped a lot. I think we lack a course on Excel.
- I think we should offer required classes more than once a year. I wish we would hire more faculty. I enjoyed the ones I had, but would enjoy more variety.
- Do more case studies in classes, other than business strategy. Even in lower level courses like Principles of Management and Accounting to help us learn practical aspects.

Graduate

Question 1

- Yes, I am definitely satisfied. There was a great emphasis on leadership ethics. Some faculty more than others.
- Yes, it was fine.
- Yes, I think so. We either did a prayer before or after class.
- I think so. Some classes more than others, but yes it was good.
- I think so, some professors more than others. Dr. Barnhart did this well.
- Yes, I am. I liked that some professors integrated prayers or encouraged us in personal faith.

Question 2

- N/A
- N/A
- N/A
- N/A
- N/A
- N/A

Question 3

- Yes, definitely. It was a good structure with great courses and I had good interaction with the faculty.
- Yes, I would recommend it. It is similar to other business programs. They are all about the same.
- Yes, I do on a regular basis. It did wonders for me, and I often recommend it.
- Yes, but it was a mixed bag. Tuition was good. I like that there was no GMAT. Sometimes we are a little too flexible with grades. More pressure can be applied. I had an unfavorable view of some of the projects, but after I am glad that I had them.
- I would for someone who does not have a business background. I gained a vast amount of knowledge. 8 week courses may not be enough for someone who wants real indepth knowledge of business. I would not recommend it for them.
- Yes, I will. I am new in the area and I do not know the other MBA programs to compare it with.

Question 4

- Parking was a problem. It usually took me 10 minutes just to find parking and it made me late to class. Otherwise, no. I really liked the classes.
- I have nothing to compare it to.
- During the summer, there is nothing open to allow us to eat on campus.
- Just the pressure on students, sometimes we are too flexible with grades. We could use more cases in class, like the Harvard Business school approach.
- The quality of accepted students is low in some cases. Some have language barriers and can't compete. Some of the professors need to take a small class load or need to retire. Some of the information given was out of date and they need to update the material. Marketing classes were somewhat repetitive and overlapped. A diversity of instructors would help.

- More emphasis on Business case analysis. More courses like Accounting and Finance should use case studies. Some professors gave us a day or more off and I did not like that because I payed for the class. And sometimes they let us go an hour or maybe two hours early and I did not like that. There is no reason that they had to let us go, we could have covered material.

Question 5

- The professional environment.
- I do a lot of homework, and I ask questions of the faculty. You have to be self-motivated and study a lot.
- Nothing special. Follow the instructions the faculty give. The faculty are there to help you. You have to read and do the work.
- It depends, it fluctuates, most of my A grades were earned. I think maybe some others got a way with it without working hard. You do have to know what you are talking about.
- Interest in the field or subject, the discipline to read or have reading comprehension, good communication skills, and the ability to work in groups.
- A more cohesive culture where we can interact with other students and faculty create a business club that creates a better business culture.

Question 6

- no, I think it would be good for MBA students to have some interaction with the Career Development Office.
- N/A
- N/A
- N/A
- N/A
- N/A

Question 7

- Yes, the MBA degree validates my ability to compete.
- Of course, yes, I am prepared. The courses really did help me a lot, though. I see improvement in work already.
- Yes, I am. Having this degree, got my foot in the door for a new job.
- I already am, but I think that I am better equipped today.
- Yes, I have a strong knowledge and background of accounting, finance, and leadership.
- Yes, I feel like I am. The program has helped me with business skills, writing, and motivated me to keep learning.

Question 8

- Yes.
- Yes, Finance was my favorite course.
- Yes, I definitely would recommend the MBA program. I don't know much about the other programs.
- Yes.
- Yes, for sure. PBA was lifechanging for me. The community, the atmosphere, and the academics.
- Yes, because of Christian values.

Question 9

- Julie Thomas in admissions is really great. She makes it easy to choose PBA for your MBA.
- Finance was my favorite course
- Faculty are the difference. I think they are the strength.
- I voice my opinion and I like challenging ideas. The ability to do that in groups was good.
- The ability to go through the course load quickly and to get three or four classes in the semester is an advantage. Academic wise the professors for the more analytical courses like economics, finance, and accounting were very good. They were able to fit a lot of good and useful information into those courses.
- The amount of reading given. The reading helped me understand what the courses were about.

Question 10

- IT should be included in the curriculum. It is an important part of all businesses.
- In my last course, I worked with some new MBA students in a group project who did not seem to be appropriate for the program.
- With eight week classes, we lose one to two classes for exams. If there is a holiday, you lose another class. I don't know what the answer is, but it seems like we lose too much class.
- Value added it is not going the extra mile, but how do you project value added from the program, prestige from the program.
- The lack of academic quality for some students. Some lacked language skills.
- For some faculty lack of engagement between faculty and students in some classes. In the IFS class there was nothing done to compensate when the professor was away. Reading the book did help me, but I did not get any communication about the problem in the IFS class. In general, I did not get email communication and it was hard to find faculty even during office hours. This is not an RSB issue, but the PBA health insurance should be better negotiated with the insurance company, I had to buy it for this semester as well as next semester even though I am graduating. Some professor read from the book and that is not really teaching. That happened in two of my classes.

Question 11

- It should be added. The other courses were good. International experience should be added. It should be mandatory. MBA students could travel to a lower cost area like South America. They need some international business exposure.
- Only a couple of professors need improvement. Some just read out of the book. The school should have faculty collaborate with outside companies to gain business experience. There should more opportunities for internships for MBA students.
- MIS class was too basic. If it is ever put back in the curriculum, it needs to be improved.
- I wish I could have taken the law class. Some classes are too basic. Some classes should be longer where we develop a business plan and discuss entrepreneurship even within an existing company. I think we need more of a mix of corporate finance and corporate strategy.
- Two areas could be improved. There should be more of a technology basis program. How IT fits into the value chain. Also, a stronger research class, not so much focused on marketing, but more on data and data analysis.
- I really enjoyed finance and accounting and I think there should be more emphasis on these.

Question 12

- Yes, every course gave me knowledge that I could immediately use at work.
- No, I don't feel like I learned enough. I feel like I needed more focus, but an MBA program is very broad
- Yes, I really do. I feel I made the most of the opportunity, and I have grown so much intellectually.
- Yes. Decent. I have taken side notes and I have a goal to use these to put my business on paper. It gave me the knowledge to do that.
- Definitely, I have the skills and knowledge and am prepared.
- I feel ok. I do not feel like an expert and I need more experience. What I learned definitely helped me in business.

Question 13

- N/A
- N/A
- N/A
- Communication. It is actually up to the professors to evaluate. I have gotten better at doing this at work. Group work yes it is great. Critical thinking yes I do it at work everyday, but it has improved through the program here. Technology I am fine. Research Yes. I am willing to dig and use the databases. It is great to have the databases available. Finance I strongly suggest that you cover the first six chapters of the book. Marketing yes definitely. General Management Yes. Business Law I did not have a class on. Christian Worldview Yes I hope so, I think people are more willing to be self sacrificed.
- Communication, Group work, and Critical Thinking for sure. Technology wasn't much used and Research was lacking. Finance, Accounting, Marketing, and Global Business for sure. Management Yes, especially in strategy. Business Law Yes. Christian Worldview Yes.
- Critical Thinking I would like to see more interaction between student to student and faculty to student. For research more research should be encouraged, I feel there should be more engagement. Accounting and Finance were very good. Economics was good, it was challenging and rewarding. I was not satisfied with Marketing preparation because of lack of engagement between faculty and student. Also, the course should have been more updated like facebook and that kind of marketing.

Question 14

- N/A
- N/A
- N/A
- N/A
- N/A
- N/A

Other

- The four hour classes are very long. If we stay until 9-10 o'clock, we really aren't learning anything after working all day. Offer classes more often. I had to wait one more whole semester to take the class. It would help if professors could email the text book edition they are going to use ahead of time. For one class, I bought the book and started reading it. I then found out it was the wrong edition.
- We need to engage alumni. What other resources can we access because we are alumni. Encourage people to become a part of the alumni association and tell them the benefits of being an alum.