



Report of Outcomes Assessment Results

Institution	Palm Beach Atlantic University
Academic Business Unit	Rinker School of Business
Academic Year	2015-2016

Outcomes Assessment Plan

Is the outcomes assessment plan that you submitted to the IACBE still current or have you made changes?

The outcomes assessment plan that we have previously submitted is still current.

Changes have been made and the revised plan is attached.

We have made changes and the revised plan will be sent to the IACBE by: _____

Outcomes Assessment Results

For Academic Year: 2015-2016

Section I: Student Learning Assessment

Student Learning Assessment for: <i>Bachelor of Science</i>	
Program Intended Student Learning Outcomes (Program ISLOs)	
<i>1. Students will exhibit business appropriate communication skills</i>	
<i>2. Students will exhibit the ability to successfully perform in a group or team.</i>	
<i>3. Students will exhibit an understanding of elements, standards, and application of critical thinking</i>	
<i>4. Students will exhibit business skills in the following areas: Technology, Research, Finance, Accounting, Marketing, Global Business, Management, Business Law</i>	
<i>5. Students will exhibit the ability to express a Christian Worldview as it relates to business practices.</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
<i>1. Group case and Industry Case in Core Capstone Class, BUS 4303 Program ISLOs Assessed by this Measure: 1, 2, 3, 4</i>	<i>It is assessed with a comprehensive case rubric with 6 levels (Poor, Fair, Average, Good, Very Good, Outstanding). Target is 75% of observations will demonstrate competency at good or better levels for each ISLO</i>
<i>2. Rinker Learning Assessment Test in Core Capstone Class Program ISLOs Assessed by this Measure: 4</i>	<i>Improvement in mean score over time.</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
<i>1. IDEA evaluations (student course evaluations) Program ISLOs Assessed by this Measure: 1, 2, 3, 5</i>	<i>Meet or exceed the baseline measures established in the 2009-2010 academic year. The baseline measure is the mean percentage of respondents selecting a “4” or “5” on 2009-2010 IDEA forms.</i>
<i>2. Internship Employer Evaluations Program ISLOs Assessed by this Measure: 1, 2, 4</i>	<i>Meet or exceed the baseline measures established in the 2009-2010 academic year. The baseline measure is 90.7%, the mean percentage of respondents selecting a “4” or “5” on 2009-2010 employer evaluation forms.</i>

Learning Assessment Results: Bachelor of Science

Summary of Results from Implementing Direct Measures of Student Learning:

1. Each measure slightly exceeded the 75% target measure
2. The assessment test average score was 57.5%, which is higher than the previous year.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. The percentage measures were slightly below the target for ISLO 1, 2, 3, but was above the target for ISLO 5.
2. The percentage of employer positive assessments slightly exceed the target (91.4% versus 90.7% target)

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
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. Program Learning Outcome 1	Met	NA			Not Met	Met		
2. Program Learning Outcome 2	Met	NA			Not Met	Met		
3. Program Learning Outcome 3	Met	NA			Not Met	NA		
4. Program Learning Outcome 4	Met	Met			NA	Met		
5. Program Learning Outcome 5	NA	NA			Met	NA		

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

1. Regarding direct measure 1 results, we will examine additional technology delivery methods to enhance learning for these ISLOs.
2. Regarding direct measure 2 results
3. Regarding indirect measure 1, the student self-reported scores were not significantly lower than the target. We will continue monitoring these results
4. Course of Action 4

Student Learning Assessment for: *Master of Business Administration*

Program Intended Student Learning Outcomes (Program ISLOs)

1. *Students will exhibit business appropriate communication skills*
2. *Students will exhibit the ability to successfully perform in a group or team.*
3. *Students will exhibit an understanding of elements, standards, and application of critical thinking*
4. *Students will exhibit business skills in the following areas:Technology, Research, Finance, Accounting, Marketing, Global Business, Management, Business Law*
5. *Students will demonstrate the ability to identify competitive variables.*
6. *Students will exhibit the ability to express a Christian Worldview as it relates to business practices.*

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

1. *Group case and Industry Case in Core Capstone Class, BUS 4303*
Program ISLOs Assessed by this Measure: 1, 2, 3, 4

It is assessed with a comprehensive case rubric with 6 levels (Poor, Fair, Average, Good, Very Good, Outstanding). Target is 80% of observations will demonstrate competency at good or better levels for each ISLO

2. *An embedded assignment titled “Final Project” in BUS 5623*
Program ISLOs Assessed by this Measure: 4

It is assessed with a rubric with 3 levels (Poor, Fair, Good). Target is 80% of observations will demonstrate competency at good or better levels for the ISLO. Improvement in mean score over time.

**Assessment Instruments for Intended Student Learning Outcomes—
Indirect Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Indirect Measures:

1. *IDEA evaluations (student course evaluations)*
Program ISLOs Assessed by this Measure: 1, 2, 3, 6

Meet or exceed the baseline measures established in the 2009-2010 academic year. The baseline measure is the mean percentage of respondents selecting a “4” or “5” on 2009-2010 IDEA forms.

2. *Exit Interviews of graduates*
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6

A large majority of positive responses.

Learning Assessment Results: *Master of Business Administration*

Summary of Results from Implementing Direct Measures of Student Learning:

1. *Each measure slightly exceeded the 75% target measure*

2. *Summary of Results for Direct Measure 2*

Summary of Results from Implementing Indirect Measures of Student Learning:

3. *The percentage measures were slightly below the target for ISLO 1, 2, 3, but was above the target for ISLO 5.*

4. *Summary of Results for Indirect Measure 2*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	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. <i>Program Learning Outcome 1</i>	Not Met	NA			Not Met	Met		
2. <i>Program Learning Outcome 2</i>	Met	NA			Not Met	Met		
3. <i>Program Learning Outcome 3</i>	Not Met	NA			Met	Met		
4. <i>Program Learning Outcome 4</i>	Not Met	Not Met			NA	Met		
5. <i>Program Learning Outcome 5</i>	Not Met	NA			NA	Met		
6. <i>Program Learning Outcome 6</i>	NA	NA			Met	Met		

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

5. *Regarding direct measure 1 results, we will incorporate a new comprehensive case that is a case simulation..*

6. *Regarding direct measure 2 results, we will initiate a new group project to increase the number of students who will earn score of good or better.*

7. *Regarding indirect measure 1, Two ISLOs were not met, but two were met. The “Not Met” student self-reported scores were not significantly lower than the target. We will continue monitoring these results*

8. *Course of Action 4*

Section II: Operational Assessment (Note: Complete this section only if you received first-time accreditation or reaffirmation of accreditation after January 1, 2011.)

Operational Assessment	
Intended Operational Outcomes	
1. <i>Intended Operational Outcome 1</i>	
2. <i>Intended Operational Outcome 2</i>	
3. <i>Intended Operational Outcome 3</i>	
4. <i>Intended Operational Outcome 4</i>	
5. <i>Intended Operational Outcome 5</i>	
6. <i>Intended Operational Outcome 6</i>	
7. <i>Intended Operational Outcome 7</i>	
Assessment Measures/Methods for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures/Methods:
1. <i>Operational Assessment Measure/Method 1</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 1</i>
2. <i>Operational Assessment Measure/Method 2</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 2</i>
3. <i>Operational Assessment Measure/Method 3</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 3</i>
4. <i>Operational Assessment Measure/Method 4</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 4</i>
5. <i>Operational Assessment Measure/Method 5</i>	<i>Objective (Target/Criterion) for Measure/Method 5</i>

Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	
6. <i>Operational Assessment Measure/Method 6</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 6</i>
7. <i>Operational Assessment Measure/Method 7</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 7</i>

Summary of Results from Implementing Operational Assessment Measures/Methods:

1. *Summary of Results for Measure/Method 1*
2. *Summary of Results for Measure/Method 2*
3. *Summary of Results for Measure/Method 3*
4. *Summary of Results for Measure/Method 4*
5. *Summary of Results for Measure/Method 5*
6. *Summary of Results for Measure/Method 6*
7. *Summary of Results for Measure/Method 7*

Summary of Achievement of Intended Operational Outcomes:

Intended Operational Outcomes	Operational Assessment Measures/Methods							
	<i>Operational Assessment Measure/ Method 1</i>	<i>Operational Assessment Measure/ Method 2</i>	<i>Operational Assessment Measure/ Method 3</i>	<i>Operational Assessment Measure/ Method 4</i>	<i>Operational Assessment Measure/ Method 5</i>	<i>Operational Assessment Measure/ Method 6</i>	<i>Operational Assessment Measure/ Method 7</i>	<i>Operational Assessment Measure/ Method 8</i>
	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. <i>Intended Operational Outcome 1</i>								
2. <i>Intended Operational Outcome 2</i>								
3. <i>Intended Operational Outcome 3</i>								

4. <i>Intended Operational Outcome 4</i>								
5. <i>Intended Operational Outcome 5</i>								
6. <i>Intended Operational Outcome 6</i>								
7. <i>Intended Operational Outcome 7</i>								

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

1. <i>Course of Action 1</i>
2. <i>Course of Action 2</i>
3. <i>Course of Action 3</i>
4. <i>Course of Action 4</i>