

Figure 4.2

Table for Measurement and Analysis of Student Learning and Performance

Analysis of Results	
Identified in Criterion 4.2	Identified in Criterion 4.1
Current Results	Analysis of Results
Action Taken or Improvement made	Identified in Criterion 4.2
Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)	(3-5 data points preferred)
Measurable goal	Do not use grades.
What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative
Knowledge of CPC subject areas (undergraduate) in Economics, Management, Marketing, Accounting and statistics. Seventy percent of students will score 70 percent or above.	Normative, Internal. Comparative Data derived from selected examination in each of the CPC courses.

		Analysis of Results																					
Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.2		Identified in Criterion 4.4	Identified in Criterion 4.2																		
	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)																		
Measurable goal	Do not use grades.	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?	(3-5 data points preferred)																		
What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																						
Knowledge of core subject areas (MBA) in Accounting, Economics, Management, Marketing, Accounting and Finance. Eighty percent of students will score 80 percent or above.	Normative, Internal. Comparative Data derived from selected examination in each of the core courses.	A goal of eighty percent of students scoring 80 percent or above. The goal was generally not met in the selected core courses. The goal was met in three examinations out of four in accounting.	There is a need to improve student learning effectiveness in MBA program.	The results were shared with the faculty. The faculty will attend workshops/ seminars in effective teaching and student learning. Student engagement will be improved.	<div>BADM 601 (MBA Accounting) Exam Scores</div> <table><tr><th></th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>% earned 80 percent or above</td><td>82.61%</td><td>95.24%</td><td>87.50%</td><td>69.23%</td></tr><tr><td>Target minimum scores</td><td>80%</td><td>80%</td><td>80%</td><td>80%</td></tr></table>		2015	2016	2017	2018	% earned 80 percent or above	82.61%	95.24%	87.50%	69.23%	Target minimum scores	80%	80%	80%	80%			
	2015	2016	2017	2018																			
% earned 80 percent or above	82.61%	95.24%	87.50%	69.23%																			
Target minimum scores	80%	80%	80%	80%																			
					<div>BADM 602 (MBA Managerial Economics) Exam Scores</div> <table><tr><th></th><th>Spring 2015</th><th>Spring 2016</th><th>Spring 2017</th><th>Spring 2018</th></tr><tr><td>% earned 80 percent or above</td><td>79.31%</td><td>77.27%</td><td>90.00%</td><td>82.61%</td></tr><tr><td>Target Minimum scores</td><td>80.00%</td><td>80.00%</td><td>80.00%</td><td>80.00%</td></tr></table>		Spring 2015	Spring 2016	Spring 2017	Spring 2018	% earned 80 percent or above	79.31%	77.27%	90.00%	82.61%	Target Minimum scores	80.00%	80.00%	80.00%	80.00%			
	Spring 2015	Spring 2016	Spring 2017	Spring 2018																			
% earned 80 percent or above	79.31%	77.27%	90.00%	82.61%																			
Target Minimum scores	80.00%	80.00%	80.00%	80.00%																			
					<div>BADM 605 (MBA Finance) Exam Scores</div> <table><tr><th></th><th>2013 Fall</th><th>2014 Fall</th><th>2015 Fall</th><th>2016 Fall</th><th>2017 Fall</th></tr><tr><td>% earned 80 percent or above</td><td>40.00%</td><td>57.89%</td><td>43.48%</td><td>43.75%</td><td>70.00%</td></tr><tr><td>Target minimum scores</td><td>80%</td><td>80%</td><td>80%</td><td>80%</td><td>80%</td></tr></table>		2013 Fall	2014 Fall	2015 Fall	2016 Fall	2017 Fall	% earned 80 percent or above	40.00%	57.89%	43.48%	43.75%	70.00%	Target minimum scores	80%	80%	80%	80%	80%
	2013 Fall	2014 Fall	2015 Fall	2016 Fall	2017 Fall																		
% earned 80 percent or above	40.00%	57.89%	43.48%	43.75%	70.00%																		
Target minimum scores	80%	80%	80%	80%	80%																		
Knowledge of foundation areas in undergraduate program will score equal or above the national average of 150.	Summative, External. Comparative Data derived from Major Field Assessment Test.	The MFAT scores were significantly below the benchmark. There was no improvement trend.	The MFAT scores indicated no significant improvement in student learning during the last five years.	SOB started monitoring MFAT scores in each of the subject areas. The faculty were advised to design their teaching using topics rather than chapters. Review questions were made accessible thru moodle.	<div>Undergraduate MFAT Scores</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Business</td><td>141</td><td>140</td><td>143</td><td>143</td><td>137</td></tr><tr><td>Benchmark scores</td><td>150</td><td>150</td><td>150</td><td>150</td><td>150</td></tr></table>		2014	2015	2016	2017	2018	Business	141	140	143	143	137	Benchmark scores	150	150	150	150	150
	2014	2015	2016	2017	2018																		
Business	141	140	143	143	137																		
Benchmark scores	150	150	150	150	150																		
Knowledge of CPC subjects in undergraduate program will score equal or above the national average in each area..	Summative, External. Comparative Data derived from Major Field Assessment Test scores for nine CPC subject areas.	The MFAT scores were significantly below the benchmarks. There was some improvement trend in five of nine subject areas	The MFAT scores indicated no significant improvement in student learning in CPC subject areas during the last five years.	SOB started monitoring MFAT scores in each of the subject areas. The faculty were advised to design their teaching using topics rather than chapters. Review questions were made accessible thru Moodle learning management system.	<div>Major Field Test - Accounting (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>33</td><td>33</td><td>33</td><td>39</td><td>34</td></tr><tr><td>Series2</td><td>41.5</td><td>41.5</td><td>41.5</td><td>41.5</td><td>41.5</td></tr></table>		2014	2015	2016	2017	2018	Series1	33	33	33	39	34	Series2	41.5	41.5	41.5	41.5	41.5
	2014	2015	2016	2017	2018																		
Series1	33	33	33	39	34																		
Series2	41.5	41.5	41.5	41.5	41.5																		
					<div>Major Field Test - Economics (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>29</td><td>29</td><td>30</td><td>32</td><td>25</td></tr><tr><td>Series2</td><td>39.8</td><td>39.8</td><td>39.8</td><td>39.8</td><td>39.8</td></tr></table>		2014	2015	2016	2017	2018	Series1	29	29	30	32	25	Series2	39.8	39.8	39.8	39.8	39.8
	2014	2015	2016	2017	2018																		
Series1	29	29	30	32	25																		
Series2	39.8	39.8	39.8	39.8	39.8																		
					<div>Major Field Test - Management (Percent correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>45</td><td>47</td><td>49</td><td>55</td><td>45</td></tr><tr><td>Series2</td><td>54.3</td><td>54.3</td><td>54.3</td><td>54.3</td><td>54.3</td></tr></table>		2014	2015	2016	2017	2018	Series1	45	47	49	55	45	Series2	54.3	54.3	54.3	54.3	54.3
	2014	2015	2016	2017	2018																		
Series1	45	47	49	55	45																		
Series2	54.3	54.3	54.3	54.3	54.3																		

Identified in Criterion 4.2		Identified in Criterion 4.1		Analysis of Results		Identified in Criterion 4.4		Identified in Criterion 4.2																			
		What is your measurement instrument or process?		Current Results		Analysis of Results		Action Taken or Improvement made																			
Measurable goal		Do not use grades.		What are your current results?		What did you learn from the results?		What did you improve or what is your next step?																			
What is your goal?		(Indicate type of instrument) direct, formative, internal, comparative																									
								<div>Major Field Test - Quantitative Business Analysis (Percent correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>29</td><td>29</td><td>33</td><td>31</td><td>34</td></tr><tr><td>Series2</td><td>37</td><td>37</td><td>37</td><td>37</td><td>37</td></tr></table>			2014	2015	2016	2017	2018	Series1	29	29	33	31	34	Series2	37	37	37	37	37
	2014	2015	2016	2017	2018																						
Series1	29	29	33	31	34																						
Series2	37	37	37	37	37																						
								<div>Major Field Test - Finance (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>30</td><td>29</td><td>39</td><td>38</td><td>37</td></tr><tr><td>Series2</td><td>42.4</td><td>42.4</td><td>42.4</td><td>42.4</td><td>42.4</td></tr></table>			2014	2015	2016	2017	2018	Series1	30	29	39	38	37	Series2	42.4	42.4	42.4	42.4	42.4
	2014	2015	2016	2017	2018																						
Series1	30	29	39	38	37																						
Series2	42.4	42.4	42.4	42.4	42.4																						
								<div>Major Field Test - Marketing (Percent correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>46</td><td>46</td><td>48</td><td>40</td><td>34</td></tr><tr><td>Series2</td><td>55</td><td>55</td><td>55</td><td>55</td><td>55</td></tr></table>			2014	2015	2016	2017	2018	Series1	46	46	48	40	34	Series2	55	55	55	55	55
	2014	2015	2016	2017	2018																						
Series1	46	46	48	40	34																						
Series2	55	55	55	55	55																						
								<div>Major Field Test - Legal and Social Environment (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>48</td><td>51</td><td>52</td><td>41</td><td>39</td></tr><tr><td>Series2</td><td>60</td><td>60</td><td>60</td><td>60</td><td>60</td></tr></table>			2014	2015	2016	2017	2018	Series1	48	51	52	41	39	Series2	60	60	60	60	60
	2014	2015	2016	2017	2018																						
Series1	48	51	52	41	39																						
Series2	60	60	60	60	60																						
								<div>Major Field Test - Information Systems (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>44</td><td>42</td><td>48</td><td>54</td><td>50</td></tr><tr><td>Series2</td><td>50.1</td><td>50.1</td><td>50.1</td><td>50.1</td><td>50.1</td></tr></table>			2014	2015	2016	2017	2018	Series1	44	42	48	54	50	Series2	50.1	50.1	50.1	50.1	50.1
	2014	2015	2016	2017	2018																						
Series1	44	42	48	54	50																						
Series2	50.1	50.1	50.1	50.1	50.1																						
								<div>Major Field Test-International Business (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Series1</td><td>32</td><td>31</td><td>33</td><td>38</td><td>31</td></tr><tr><td>Series2</td><td>40.3</td><td>40.3</td><td>40.3</td><td>40.3</td><td>40.3</td></tr></table>			2014	2015	2016	2017	2018	Series1	32	31	33	38	31	Series2	40.3	40.3	40.3	40.3	40.3
	2014	2015	2016	2017	2018																						
Series1	32	31	33	38	31																						
Series2	40.3	40.3	40.3	40.3	40.3																						
Knowledge of foundation areas in graduate program will score equal or above the national average of 250.	Summative, External. Comparative Data derived from MBA Major Field Assessment Test scores.	The MFAT scores were significantly below the benchmarks. There was significant improvement in 2018 scores.	The MFAT scores indicated improvement in 2018 scores. However, there will be need for continuous improvement to reach the benchmark.	SOB started monitoring MFAT scores in each of the subject areas. The faculty were advised to design their teaching using topics rather than chapters. Review questions were made accessible thru Moodle learning management system.				<div>MBA MFAT Scores</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Overall</td><td>233</td><td>229</td><td>229</td><td>228</td><td>240</td></tr><tr><td>Benchmark score</td><td>250</td><td>250</td><td>250</td><td>250</td><td>250</td></tr></table>			2014	2015	2016	2017	2018	Overall	233	229	229	228	240	Benchmark score	250	250	250	250	250
	2014	2015	2016	2017	2018																						
Overall	233	229	229	228	240																						
Benchmark score	250	250	250	250	250																						

		Analysis of Results																					
Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.2		Identified in Criterion 4.4	Identified in Criterion 4.2																		
	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)																		
Measurable goal	Do not use grades.	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?																			
What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																						
Knowledge of five core subjects area in graduate program will score equal or above the national average in each subject.	Summative, External. Comparative Data derived from five MBA subject areas Major Field Assessment Test scores.	The MFAT scores were below the benchmarks. There was downward trend until 2018 in majority of subject areas.	The MFAT scores indicated some improvement in 2018 scores. However, there will be need to continuously monitor the trend.	SOB started monitoring MFAT scores in each of the subject areas. The faculty were advised to design their teaching using topics rather than chapters. Review questions were made accessible thru moodle.	<div>MBA Major Field Test - Marketing (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Marketing</td><td>46</td><td>45</td><td>41</td><td>42</td><td>50</td></tr><tr><td>benchmark score</td><td>58.8</td><td>58.8</td><td>58.8</td><td>58.8</td><td>58.8</td></tr></table>		2014	2015	2016	2017	2018	Marketing	46	45	41	42	50	benchmark score	58.8	58.8	58.8	58.8	58.8
	2014	2015	2016	2017	2018																		
Marketing	46	45	41	42	50																		
benchmark score	58.8	58.8	58.8	58.8	58.8																		
					<div>MBA Major Field Test - Management (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Management</td><td>41</td><td>39</td><td>44</td><td>38</td><td>49</td></tr><tr><td>benchmark score</td><td>55.8</td><td>55.8</td><td>55.8</td><td>55.8</td><td>55.8</td></tr></table>		2014	2015	2016	2017	2018	Management	41	39	44	38	49	benchmark score	55.8	55.8	55.8	55.8	55.8
	2014	2015	2016	2017	2018																		
Management	41	39	44	38	49																		
benchmark score	55.8	55.8	55.8	55.8	55.8																		
					<div>MBA Major Field Test - Finance (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Finance</td><td>37</td><td>34</td><td>30</td><td>30</td><td>30</td></tr><tr><td>benchmark score</td><td>35.7</td><td>35.7</td><td>35.7</td><td>35.7</td><td>35.7</td></tr></table>		2014	2015	2016	2017	2018	Finance	37	34	30	30	30	benchmark score	35.7	35.7	35.7	35.7	35.7
	2014	2015	2016	2017	2018																		
Finance	37	34	30	30	30																		
benchmark score	35.7	35.7	35.7	35.7	35.7																		
					<div>MBA Major Field Test - Accounting (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Accounting</td><td>41</td><td>33</td><td>34</td><td>35</td><td>37</td></tr><tr><td>benchmark score</td><td>41.3</td><td>41.3</td><td>41.3</td><td>41.3</td><td>41.3</td></tr></table>		2014	2015	2016	2017	2018	Accounting	41	33	34	35	37	benchmark score	41.3	41.3	41.3	41.3	41.3
	2014	2015	2016	2017	2018																		
Accounting	41	33	34	35	37																		
benchmark score	41.3	41.3	41.3	41.3	41.3																		
					<div>MBA Major Field Test - Strategic Integration (Percent of correct answers)</div> <table><tr><th></th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Strategic Integration</td><td>45</td><td>37</td><td>39</td><td>35</td><td>39</td></tr><tr><td>benchmark score</td><td>49.3</td><td>49.3</td><td>49.3</td><td>49.3</td><td>49.3</td></tr></table>		2014	2015	2016	2017	2018	Strategic Integration	45	37	39	35	39	benchmark score	49.3	49.3	49.3	49.3	49.3
	2014	2015	2016	2017	2018																		
Strategic Integration	45	37	39	35	39																		
benchmark score	49.3	49.3	49.3	49.3	49.3																		
Internship Employers Survey results scores of undergraduate students conceptual, analytical and professional skills will be 4.5 or higher on 5.0 scale.	Formative External. Employers survey results.	Employers survey scores were equal or higher than the benchmark	Employers survey scores showed improvement between 2015-2018.	Continuously help students improve their conceptual, analytical and professional skills	<div>Q4: Employer Evaluation of Conceptual, Analytical, and Professional Skills</div> <table><tr><th></th><th>Fall 2015</th><th>Fall 2016</th><th>Spring 2017</th><th>Fall 2017</th><th>Spring 2018</th></tr><tr><td>Q4</td><td>4.611</td><td>4.688</td><td>4.632</td><td>4.613</td><td>4.667</td></tr><tr><td>Benchmark scores</td><td>4.500</td><td>4.500</td><td>4.500</td><td>4.500</td><td>4.500</td></tr></table>		Fall 2015	Fall 2016	Spring 2017	Fall 2017	Spring 2018	Q4	4.611	4.688	4.632	4.613	4.667	Benchmark scores	4.500	4.500	4.500	4.500	4.500
	Fall 2015	Fall 2016	Spring 2017	Fall 2017	Spring 2018																		
Q4	4.611	4.688	4.632	4.613	4.667																		
Benchmark scores	4.500	4.500	4.500	4.500	4.500																		

		Analysis of Results																					
Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.2		Identified in Criterion 4.4	Identified in Criterion 4.2																		
	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)																		
Measurable goal	Do not use grades.	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?																			
What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																						
Internship Employers Survey results scores of undergraduate students oral and written communication skills will be 4.5 or higher on 5.0 scale.	Formative External. Internship Employers survey results.	Employers survey scores were equal or higher than the benchmark	Employers survey scores showed improvement between 2017-2018.	Continuously help students improve their oral and written communication skills thru term papers, presentations and team projects.	<div><p>Q7: Employer Evaluation of Oral and Written Communication Skills</p><table><tr><th>Term</th><th>Score</th><th>Benchmark</th></tr><tr><td>Fall 2015</td><td>4.611</td><td>4.500</td></tr><tr><td>Fall 2016</td><td>4.636</td><td>4.500</td></tr><tr><td>Spring 2017</td><td>4.579</td><td>4.500</td></tr><tr><td>Fall 2017</td><td>4.607</td><td>4.500</td></tr><tr><td>Spring 2018</td><td>4.619</td><td>4.500</td></tr></table></div>	Term	Score	Benchmark	Fall 2015	4.611	4.500	Fall 2016	4.636	4.500	Spring 2017	4.579	4.500	Fall 2017	4.607	4.500	Spring 2018	4.619	4.500
Term	Score	Benchmark																					
Fall 2015	4.611	4.500																					
Fall 2016	4.636	4.500																					
Spring 2017	4.579	4.500																					
Fall 2017	4.607	4.500																					
Spring 2018	4.619	4.500																					
Alumni Survey results show increase in business graduates receiving special skills certificates and completing graduate studies.	Summative External. Business Alumni Surveys results.	The data revealed continuous increase in both certificates earned for the last six years and graduate studies for the last four years	Alumni Surveys results show that business graduates are prepared to pursue further studies and training.	Continue expanding the exposure and vision of business students in professional development and honors leadership seminars.	<div><p>Completion of Additional Certifications or Graduate Program after graduation</p><table><tr><th>Year</th><th>Completion of Additional Certifications after graduation</th><th>Completion of Graduate Program after graduation</th></tr><tr><td>2012</td><td>16.67%</td><td>58.33%</td></tr><tr><td>2014</td><td>26.32%</td><td>34.21%</td></tr><tr><td>2016</td><td>39.13%</td><td>34.78%</td></tr><tr><td>2018</td><td>57.14%</td><td>41.18%</td></tr></table></div>	Year	Completion of Additional Certifications after graduation	Completion of Graduate Program after graduation	2012	16.67%	58.33%	2014	26.32%	34.21%	2016	39.13%	34.78%	2018	57.14%	41.18%			
Year	Completion of Additional Certifications after graduation	Completion of Graduate Program after graduation																					
2012	16.67%	58.33%																					
2014	26.32%	34.21%																					
2016	39.13%	34.78%																					
2018	57.14%	41.18%																					