



# Management

## Data Report | 2018-2021

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## I. Program Outcomes

#	Program Outcome
1	Apply and identify appropriate business behaviors for Christian business practitioners through the integration of Christian worldview and professionalism.
2	Apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner.
3	Apply and use effective oral communication skills in the context of business through formal or informal oral presentation and/or other business-related projects requiring oral communication.
4	Apply and demonstrate an ability to collaborate as part of a team in order to solve business problems or achieve a common goal.
5	Apply and use effective written communication skills in the context of business through formal or informal reports, papers, or other written business-related projects.
6	Apply business knowledge to prepare a strategic plan for a company, discuss its present business position, its long-term direction, its resources and competitive capabilities, the strength of the present strategy and the company's opportunities for gaining sustainable competitive advantage.

## II. Artifact Descriptions

<b>Artifact Descriptions</b>
<ol style="list-style-type: none"> <li>1. <b>More than a Hobby Reflections Paper</b> (BUS 100): Students demonstrate a foundation for understanding and practicing business from a Christian perspective through the completion of a written reflections paper that displays Christian business practices and ethical standards.</li> <li>2. <b>Major Field Test</b> (MGT 431): Students demonstrate business knowledge and application of the core functional area of business (accounting, marketing, management, finance, and economics) through the completion of the Major Field Test.</li> <li>3. <b>Business Communications Oral Research Topic Presentation</b> (MGT 341): Students demonstrate the necessary skills for successful communication in the business field through the completion of an oral research presentation.</li> <li>4. <b>Strategic Management Recommendations Presentation</b> (MGT 431): Students demonstrate the necessary and effective oral communication skills needed in the business field through the completion of an oral presentation of strategic recommendations for a company.</li> <li>5. <b>Senior Paper Written Business Plan</b> (BUS 499): Students demonstrate the ability to collaborate with a team through business research and consulting through the creation and completion of a business plan for an assigned company.</li> <li>6. <b>Strategic Management Team Final Case Analysis</b> (MGT 431): Students demonstrate the ability to collaborate with a team to examine and demonstrate an understanding of the operations of firms within industries through the implementation of strategic planning and the completion of a final case analysis.</li> <li>7. <b>Business Communications Written Business Letter</b> (MGT 341): Students demonstrate effective written communication skills through the completion of a written business letter.</li> <li>8. <b>Senior Paper Team Business Plan</b> (BUS 499): Students demonstrate the application of effective written communication skills through the formation and collection of business research and consulting to create and complete a written business plan for an assigned company.</li> <li>9. <b>Strategic Management Recommendations Assignment</b> (MGT 431/ LMG 431): Students demonstrate an understanding of the operations of firms within industries through the completion of a strategic recommendations assignment.</li> </ol>

## III. Artifact and Program Outcome Alignment

### 1. Residential

Management Program				
College of Business Program Goal	Program Outcome	Supporting Course Outcomes	Performance Activity	Type
Demonstrate a Christian worldview.	Apply and identify appropriate business behaviors for Christian business practitioners through the integration of Christian worldview and professionalism.	Demonstrate a foundation for understanding business fundamentals and practicing business from a Christian perspective. (BUS 100).	Completion of a written reflections paper with Christian business practices and ethical standards. (BUS 100).	Internal, formative
Demonstrate business knowledge and application.	Apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner.	Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (MGT 431).	Completion of the Major Field Test (MGT 431).	External, summative
Demonstrate effective oral communication skills.	Apply and use effective oral communication skills in the context of business through formal or informal oral presentation and/or other business-related projects requiring oral communication.	Develop the necessary knowledge and skills of successful communication in the business field through oral presentations. (MGT 341).	Completion of oral presentation of a research project. (MGT 341).	Internal, summative
		Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (MGT 431).	Completion of oral presentation of strategic recommendations. (MGT 431).	Internal, summative

<p><b>Demonstrate teamwork and collaboration.</b></p>	<p><b>Apply and demonstrate an ability to collaborate as part of a team in order to solve business problems or achieve a common goal.</b></p>	<p><b>Collaborate with a team through business research and consulting to create a company business plan (BUS 499).</b></p>	<p><b>Completion of a business plan for assigned company (BUS 499).</b></p>	<p><b>Internal, summative</b></p>
		<p><b>Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (MGT 431).</b></p>	<p><b>Completion of final case analysis (MGT 431).</b></p>	<p><b>Internal, summative</b></p>
<p><b>Demonstrate effective written communication skills.</b></p>	<p><b>Apply and use effective written communication skills in the context of business through formal or informal reports, papers, or other written business-related projects.</b></p>	<p><b>Demonstrate a thorough formation and collection of business research and consulting to create a company business plan (BUS 499).</b></p>	<p><b>Completion of a business plan for assigned company (BUS 499).</b></p>	<p><b>Internal, summative</b></p>
		<p><b>Develop the necessary knowledge and skills of successful communication in the business field through written reports. (MGT 341).</b></p>	<p><b>Completion of a written business letter (MGT 341).</b></p>	<p><b>Internal, summative</b></p>
<p><b>Demonstrate the ability to apply the efficient strategic implementation of managerial responsibilities for company execution and planning.</b></p>	<p><b>Apply and identify the managerial tasks associated with implementing and executing company strategies, the range of actions managers can take to promote competent strategy execution and to be able to function effectively as part of company's strategy-implementing team.</b></p>	<p><b>Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (MGT 431).</b></p>	<p><b>Completion of environmental analysis and competitive positioning (MGT 431).</b></p>	<p><b>Internal, summative</b></p>

## 2. Online

Management Program				
College of Business Program Goal	Program Outcome	Supporting Course Outcomes	Performance Activity	Type
Demonstrate a Christian worldview.	Apply and identify appropriate business behaviors for Christian business practitioners through the integration of Christian worldview and professionalism.	Demonstrate a foundation for understanding business fundamentals and practicing business from a Christian perspective. (LBUS 100).	Completion of a written reflections paper with Christian business practices and ethical standards. (LBUS 100).	Internal, formative
Demonstrate business knowledge and application.	Apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner.	Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (LMGT 431).	Completion of the Peregrine Comprehensive Exam (LMGT 431).	External, summative
Demonstrate effective oral communication skills.	Apply and use effective oral communication skills in the context of business through formal or informal oral presentation and/or other business-related projects requiring oral communication.	Develop the necessary knowledge and skills of successful communication in the business field through oral presentations. (LMGT 341).	Completion of oral presentation of a research project. (LMGT 341).	Internal, summative
		Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (LMGT 431).	Completion of oral presentation of strategic recommendations. (LMGT 431).	Internal, summative
Demonstrate effective written communication skills.	Apply and use effective written communication skills in the context of business through formal or informal reports,	Demonstrate a thorough formation and collection of business research and consulting to create a company business plan (LBUS 499).	Completion of a business plan for assigned company (LBUS 499).	Internal, summative

	papers, or other written business-related projects.	Develop the necessary knowledge and skills of successful communication in the business field through written reports. (LMGT 341).	Completion of a written business letter (LMGT 341).	Internal, summative
Demonstrate the ability to apply the efficient strategic implementation of managerial responsibilities for company execution and planning.	Apply and identify the managerial tasks associated with implementing and executing company strategies, the range of actions managers can take to promote competent strategy execution and to be able to function effectively as part of company's strategy-implementing team.	Examine and demonstrate an understanding of the operations of firms within industries from a macro perspective and the implementation of strategic planning. (LMGT 431).	Completion of environmental analysis and competitive positioning (LMGT 431).	Internal, summative

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## IV. Primary Evidence

### A. Program Outcomes:

#### 1. Residential

Program Outcomes	2018 - 2019		2019 - 2020		2020 - 2021	
	n	score	n	score	n	score
Apply and identify appropriate business behaviors for Christian business practitioners through the integration of Christian worldview and professionalism.	38	3.500	-	-	16	3.417
Apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner.	26	3.583	10	3.500	20	3.500
Apply and use effective oral communication skills in the context of business through formal or informal oral presentation and/or other business-related projects requiring oral communication.	78	3.344	57	3.229	51	3.806
Apply and demonstrate an ability to collaborate as part of a team in order to solve business problems or achieve a common goal.	120	3.391	100	2.951	64	3.717
Apply and use effective written communication skills in the context of business through formal or informal reports, papers, or other written business-related projects.	156	3.052	108	3.188	60	3.500
Apply and identify the managerial tasks associated with implementing and executing company strategies, the range of actions managers can take to promote competent strategy execution and to be able to function effectively as part of company's strategy-implementing team.	19	3.347	11	3.200	10	3.917



Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## 2. Online

Program Outcomes	2018 - 2019		2019 - 2020		2020 - 2021	
	n	score	n	score	n	score
Apply and identify appropriate business behaviors for Christian business practitioners through the integration of Christian worldview and professionalism.	-	-	6	3.83	29	3.90
Apply business theories and concepts of the core functional areas of business (accounting, marketing, management, finance, and economics) in an integrated manner.	-	-	-	-	-	-
Apply and use effective oral communication skills in the context of business through formal or informal oral presentation and/or other business-related projects requiring oral communication.	13	3.54	39	3.82	57	3.65
Apply and use effective written communication skills in the context of business through formal or informal reports, papers, or other written business-related projects.	28	3.36	44	3.39	45	3.31
Apply and identify the managerial tasks associated with implementing and executing company strategies, the range of actions managers can take to promote competent strategy execution and to be able to function effectively as part of company's strategy-implementing team.	26	3.46	17	3.47	21	3.86

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## B. Artifact Outcomes

### 1. Residential

Artifact Outcomes	2018 - 2019		2019 - 2020		2020 - 2021	
	n	score	n	score	n	score
WPA-MGT-Complete a Portfolio of Written Business Communication Letters	16	3.49	6	3.83	5	3.27
WPA-MGT-Create a Business Plan for Assigned Company	14	2.44	14	2.52	9	3.09
WPA-MGT-Create a Business Plan for Assigned Company Teamwork	13	2.96	12	3.00	8	3.84
WPA-MGT-Environmental Analysis and Competitive Positioning	19	3.32	14	3.29	11	3.91
WPA-MGT-Final Case Analysis	20	3.64	14	3.11	10	3.60
WPA-MGT-Major Field Test and Specific Perform Question	13	3.77	5	3.50	11	3.45
WPA-MGT-More than a Hobby Reflection Paper	19	3.63	-	-	9	3.28
WPA-MGT-Orally Present a Research Project	15	3.58	8	3.62	8	3.50
WPA-MGT-Orally Present Strategic Recommendations	12	3.33	14	3.26	11	3.94

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## 2. Online

Course	Artifact Outcomes	2018 - 2019		2019 - 2020		2020 - 2021	
		n	score	n	score	n	score
LBUS 100	Called to Create   P5a OR P7	-	-	6	3.83	29	3.90
LMGT 341	Presentation   P5 OR A Powerful Presentation   P6	13	3.54	22	3.86	28	3.43
LMGT 431	Robin Hood Proposal   P6	-	-	17	3.76	29	3.86
LBUS 499	Final Draft   P7	15	3.13	22	3.18	18	2.89
LMGT 341	Research Project White Paper   P8 OR Drafting A Persuasive Message   P4	13	3.62	22	3.59	27	3.59
LMGT 431	Generic & Supplemental Strategies OR Ricoh Canada's Competitive Position Proposal   P4	26	3.46	17	3.47	21	3.86

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## C. Criterion Outcomes - Residential

Criterion Outcomes	2018 - 2019		2019 - 2020		2020 - 2021	
	n	score	n	score	n	score
MGT-1-A-Christian Values	19	3.68	-	-	9	3.22
MGT-1-B-Biblical Support	19	3.58	-	-	9	3.33
MGT-2-A-Overall Score on the MFT	13	4.00	5	3.00	11	3.45
MGT-2-B-Management MFT Score	6	3.00	5	4.00	11	3.45
MGT-3-A-Organization	27	3.56	22	3.45	19	3.79
MGT-3-B-Language	27	3.41	22	3.50	19	3.79
MGT-3-C-Delivery	27	3.44	22	3.23	19	3.68
MGT-4-A-Attendance/Engagement	33	3.30	26	3.19	18	3.78
MGT-4-B-Quality of Ideas/Work	33	3.30	26	2.73	18	3.67
MGT-4-C-Timeliness	33	3.48	26	3.12	18	3.61
MGT-4-D-Fosters Team Climate	33	3.39	26	3.19	18	3.78
MGT-5-A-Grammar and Spelling	30	3.03	20	2.85	14	2.79
MGT-5-B-Organization	30	3.00	20	3.05	14	3.71
MGT-5-C-Content	30	2.90	20	3.40	14	3.57
MGT-5-D-Vocabulary	30	3.20	20	3.25	14	3.36
MGT-5-E-Sources and Evidence	30	3.23	20	3.15	14	3.64
MGT-5-F-APA Format	30	2.63	20	1.80	14	1.86
MGT-6-A-Market and Competitive Analysis	19	3.32	14	3.29	11	3.91

Scale			
4.00	90%+	3.00	60%
3.66	80%	2.00	35%
3.33	70%	1.00	15%

## D. University Whole Person Outcomes

ORU Whole Person Outcomes		2018 - 2019		2019 - 2020		2020 - 2021	
		n	score	n	score	n	score
1A	Biblical Literacy	30	3.944	-	-	20	3.969
1B	Spiritual Formation	10	3.929	20	3.867	48	3.907
2A	Critical Thinking, Creativity & Aesthetic Appreciation	71	3.530	42	3.278	17	3.688
2B	Global & Historical Perspectives	76	3.520	7	3.833	4	3.667
2C	Information Literacy	31	3.258	47	3.571	50	2.849
2D	Knowledge of the Physical & Natural World	12	3.029	14	3.444	6	3.833
3A	Healthy Lifestyle	10	2.700	32	2.597	14	2.458
3B	Physically Disciplined Lifestyle	41	3.805	64	3.500	70	3.506
4A	Ethical Reasoning & Behavior	59	3.749	58	3.516	52	3.689
4B	Intercultural Knowledge & Engagement	12	3.750	12	3.875	6	4.000
4C	Written & Oral Communication	72	2.834	63	3.619	38	2.594
4D	Leadership Capacity	56	3.671	95	3.736	56	3.712