



## SLO Assessment Cycle for BUS 96

*Principles of Management*

Assessment Initiated by: [Michele Fritz](#) (8615) in BUS

### Outcomes:

#### Outcome 1: Statement

Examine the functions of planning, organizing, leading, staffing and controlling.

### Assessment Cycle Records:

#### Outcome 1: Assessment Planning Modified: [12/29/2010]

##### Assessment Strategy Used:

Quarter: Fall 2010

Assessors: Michele Fritz

Assessment Tools: Exams

Sections being assessed: 62Z

#### Outcome 1: Reflect & Enhance Modified: [12/29/2010]

**Number of people involved in Reflection and Enhancement:** 1

**Changes:**

##### Methods:

Given this is the first time assessment for this course, the method chosen was an objective one: multiple choice exam questions. More subjective forms of assessment may be used in a future cycle of assessment, when a baseline has already been established.

Questions from each of the three exams administered in the course were mapped to Outcome 1. This resulted in 24 assessment questions, covering all of the five functions of management. Each question was also classified in terms of the level of learning from Bloom's Taxonomy. Since this outcome is written at the *Knowledge to Application* level of learning, most of the questions reflected these levels.

A varying number of students attempted each of the exams, although attrition was minimal (2 out of 50 students) in this distance learning course. For instance, forty-six students completed the final exam. Students who missed an exam are not represented in this analysis.

##### Summary:

The average success rate from the group of questions representing Outcome 1 was 83%. The average across the 15 knowledge /comprehension questions was 84%. The average across the 7 analysis /application questions was 78%. The average across the 2 synthesis /evaluation questions was 91%.

These results are very good, and met my expectations of student proficiency and success.

##### Enhancement (Part I):

Given the superior results and the high retention rate for this course, no changes are planned at this time.

##### Enhancement (Part II):

None required.

#### Outcome 2: Statement

Evaluate and anticipate the potential effectiveness of various management styles, communications and decisions for a given situation.

#### Outcome 2: Assessment Planning Modified: [12/29/2010]

##### Assessment Strategy Used:

Quarter: Fall 2010

Assessors: Michele Fritz

Assessment Tools: Exams

Sections being assessed: 62Z

#### Outcome 2: Reflect & Enhance Modified: [12/29/2010]

**Number of people involved in Reflection and Enhancement:** 1

**Changes:**

##### Methods:

Questions from each of the three exams administered in the course were

mapped to Outcome 2. This resulted in 13 assessment questions, covering each of the areas described. Each question was also classified in terms of the level of learning from Bloom's Taxonomy. Since Outcome 2 is written at the highest *Synthesis* to *Evaluation* levels of learning, most of the questions reflected these levels.

Again, students who missed an exam are not represented in this data.

**Summary:**

The average success rate from the group of questions representing Outcome 2 was 77%. The average across the 3 comprehension questions was 80%. The average across the 3 analysis /application questions was 84%. The average across the 6 synthesis /evaluation questions was 71%.

Prior to this assessment cycle, I was concerned that we had been overly ambitious in expecting such a high level of learning for lower division undergraduate students. After all, this course represents the first course in the discipline of Management for most students. Managerial scenarios are often complex and ambiguous and require extensive critical thinking skills. I was thrilled to discover that my students are experiencing success, even at the highest level of learning.

**Enhancement (Part I):**

Overall, the results indicate that the course design is working well. There were a couple of questions which revealed lower success rates. I will bolster the pedagogy for these areas.

**Enhancement (Part II):**

None required.

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[ Number of Outcomes for BUS 96: 2 ]