CSU PUEBLO

2021 Academic Program Assessment Report		Program current assessment plan here:	https://www.csupueblo.edu/assessment-and-student-learning/_doc/2020/assessment-plans/hsb-mba-assessment-plan-2020.pdf
Business Administration MBA		Program prior assessment report here:	https://www.csupueblo.edu/assessment-and-student-learning/_doc/2020/report/mba-assessment-report-2020.pdf

Report Completed By:	Laee Choi
Date Report Completed:	May 31, 2021
Faculty members involved in this Assessment:	Carl Wright, Ian Brennan

Please describe this year's assessment activities and follow-up for your program below. (Separate sheet for each undergraduate major, stand-alone minor, certificate, and graduate program in your department.) Please also submit any addenda such as rubrics which are not available in your assessment plan. The reports will be available to the Dean of your college/school and to the Executive Director for Assessment as well as faculty peer reviewers.

Brief Statement of Program Mission and Goals:	The mission of the Hasan School of Business at Colorado State University – Pueblo is "We transform students, innovate in teaching, conduct ourselves with professionalism, and engage with and positively impact our stakeholders. The intellectual pursuits of our faculty focus primarily on applied scholarship and instructional development. Our outreach activities - developed in partnership with the community - serve to enhance the quality of life and economic well-being in southeastern Colorado."

I. Assessment of Student Learning Outcomes (SLOs) in this cycle. Including processes, results, and recommendations for improved student learning. Use Column H to describe improvements planned for the year based on the assessment process.

A. Your program SLOs are pasted here verbatim from your assessment plan. Please enter info in columns B-H only for those assessed during this annual cycle.	B. When was this SLO last reported on prior to this cycle? (semester and year)	C. What method was used for assessing the SLO? Please include a copy of any rubrics used in the assessment process.	D. Who was assessed? Please fully describe the student group(s) and the number of students or artifacts involved (N).	E. What is the expected proficiency level and how many or what proportion of students should be at that level?	F. What were the results of the assessment? (Include the proportion of students meeting proficiency.)	G. What were the department's conclusions about student performance?	H. What changes/improvements to the program are planned based on this assessment?
Goal 1: Achieve organizational goals **Objective 1.1.** Graduate will implement or manage team dynamics in the achievement of organizational goals.	New SLO	In progress. Because the online MBA program should be assesses along with the traditional one, we are evaluating the artifacts from the course that is offered via both in-person and online.	Artifacts from MGMT 520 (Management of Organizational Behavior): in-person (spring 2021) and online (summer 2021)	We expect that at least 70 percent of our students will meet or exceed our expectations.	The results of assessment will be reported for next cycle.		
Goal 2: Manage organizational change **Objective 2.1.** Graduate will implement change management techniques in addressing organizational responses to change in global and/or innovative technology.							
Goal 3: Be socially responsible **Objective 3.1.** Graduates will be ethically and socially responsible in their decision making.							

Goal 4: Formulate strategic decision Objective 4.1. Graduates will make strategic decisions applying business knowledge and analytic skills.	New SLO	Two HSB faculty members assessed the artifacts by working in a scoring process for the artifacts independently. And then AoL team and the two assessors discussed the appropriate score for each artifact to finalize the assessment. Appendix 3 is the evaluation form including the rubric of this SLO.	FIN 530 (Financial Managements) were used to assess this SLO. Individual work from 24 students were identified and assessed.	We expect that at least 70 percent of our students will meet or exceed our expectations.	There were two evaluation criteria: students 1) demonstrate ability to make strategic decisions applying business knowledge and 2) demonstrate ability to make strategic decisions applying analytic skills. For 1st criterion, 85.4% of students exceeded or met expectations (exceeded = 66.7%, met = 18.8%, did not meet = 14.6%). For 2nd criterion, 79.2% of students exceeded or met expectations (exceeded = 56.3%, met = 22.9%, did not meet = 20.8%).	Although the results indicate the ability to meet the goal and objective, some students didn't meet the expectations. The two assessors observed that some students somewhat struggled with this learning goal.	Give more examples in class and help students interpret the meaning of calculated values. This will be addressed in a faculty meeting to identify close-the-loop interventions. In addition, the faculty will discuss the ways to improve students' analytic skills.
Comments on part I:	HSB is working on the modification of SLOs. Goal 1 was already approved by the faculty, while Goal 2, 3, and 4 are being reviewed by the faculty. Even if Goal 4 was assessed wtih the current version, the next assessment may be assess with a new one including the somewhat modified wordings. We expect to finalize all the SLOs in fall 2021.						
II. Closing the Loop. Describe at least one data-informed change to your curriculum during the year cycle. These are those that were based on, or implemented to address, the results of assessment from previous cycles.							
A. What SLO(s) or other issues did you address in this cycle? Please include SLOs verbatim from the assessment plan, as above.	**B. When was this SLO last assessed to generate the data which informed the change? Please indicate the semester and year.**	**C. What were the recommendations for change from the previous assessment column H and/or feedback?**	**D. How were the recommendations for change acted upon?**	**E. What were the results of the changes? If the changes were not effective, what are the next steps or the new recommendations?**			
None							
None							
Comments on part II:	Because SLOs for MBA students have been newly developed since 2019, HSB doesn't have any results of assessment from previous cycles.						

MBA LEARNING GOALS REVIEWER FORM

REVIEWER: _____   **Date:** _____

LEARNING GOAL: Formulating Strategic Decision

MEASURABLE OBJECTIVES (4.1.)
Students will: *make strategic decisions applying business knowledge and analytic skills.*
- Artifacts: 24 assignments (written format) from FIN 530 (N = 24)
  - Each artifact has its own number
- Review procedure
  - Use a separate rubric rating sheet for each artifact (see page 2).
  - In the sheet, check score of each artifact
  - After evaluating all artifact, put a total number of students for each score and the average score into Evaluation Result (below).
  - If you encounter difficulty during the assessment, contact the members of the AoL Committee for guidance.
- Rubric
  - Exceeds expectations = 2; Meets expectations = 1; Does not meet expectations = 0

Please use '**Comment**' section to provide qualitative observation for each sub-goal. Capturing your observations of student performance there will help you write your overall report of student performance and your ideas for how to improve student performance.

EVALUATION RESULT

Evaluation Criteria 1: Students demonstrate ability to make strategic decisions applying business knowledge.

Exceeds expectations (=2)	Meets expectations (=1)	Does not meet expectations (=0)	AVERAGE SCORE

Comment:

Evaluation Criteria 2: Students demonstrate ability to make strategic decisions applying analytic skills.

Exceeds expectations (=2)	Meets expectations (=1)	Does not meet expectations (=0)	AVERAGE SCORE

Comment:

Evaluation Criteria 2: Students demonstrate ability to make strategic decisions applying analytic skills.

Artifact No.	Exceeds expectations (=2)	Meets expectations (=1)	Does not meet expectations (=0)
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2			

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