Public Disclosure
of Student Learning Form

Institution:	Baker College Center for Graduate Studies
Academic Business Unit:	Master of Business Administration (MBA) Program
Academic Year:	2015-2016

International Assembly for Collegiate Business Education
11374 Strang Line Road
Lenexa, Kansas 66215
USA

Report of Student Learning and Achievement
Baker College Center for Graduate Studies
Master of Business Administration (MBA) Program

For Academic Year: 2015-2016

Mission of Baker College Center for Graduate Studies
The mission of Baker College Center for Graduate Studies is to provide quality graduate education that leads to advanced academic achievement through excellence in teaching, scholarship and service.

Master of Business Administration (MBA) Program
Student Learning Assessment for the MBA Program
General Program Intended Student Learning Outcomes (General Program ISLOs)
1. Graduates will be able to communicate using the advanced oral and written communication skills necessary for success in the business environment.
2. Graduates will be able to apply standards of ethical and legal behaviors in a professional environment.
3. Graduates will be able to collect, interpret and analyze existing and/or original research, using quantitative and statistical tools, and use in the decision making process.
4. Graduates will be able to analyze the interrelatedness of market, economic, social and political trends, and their impact on a global environment.
5. Graduates will be able to analyze the strategic planning process, and develop and assess strategic plans.
6. Graduates will be able to reason analytically and apply theory across interdisciplinary boundaries to solve problems and create innovative solutions.
7. Graduates will be able to analyze financial reports, risk management strategies and their impact on the decision making process.
8. Graduates will be able to evaluate various leadership strategies and the implications of their use.
9. Graduates will be able to discuss problems from diverse perspectives and analyze the impact of individual and cultural differences on the business environment.
10. Graduates will be able to illustrate commitment to personal and professional development, community service and life-long learning.
11. Graduates will be able to analyze the impact of information systems and technology on a business and demonstrate the ability to make effective information management decisions.

12. Graduates will be able to analyze the strategic impact of human resource development and management on a business.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. Business Simulation in Capstone course BUS 690 General Program ISLOs Assessed by this Measure: 1, 2, 4, 5, 6	On the business simulation rubrics (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on each of these General Program ISLOs.
2. Application Analysis Assignment (Leadership Interview) in Human Behavior Management of Organizations course BUS 615 General Program ISLOs Assessed by this Measure: 1, 8	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on each of these General Program ISLOs.
3. Case Analysis Project in Human Resource Management course BUS 572 General Program ISLOs Assessed by this Measure: 1, 9, 12	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on each of these General Program ISLOs.
4. Final exam in Research and Statistics course BUS 678 General Program ISLOs Assessed by this Measure: 3	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on this General Program ISLO.
5. Final exam in Financial Environment course BUS 640 General Program ISLOs Assessed by this Measure: 7	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on this General Program ISLO.
6. Professional Contribution Essay in Capstone course BUS 690 General Program ISLOs Assessed by this Measure: 10	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on this General Program ISLO.
7. Graduate Research Paper on Information Systems in Information Systems Management course MIS 511 General Program ISLOs Assessed by this Measure: 1, 11	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on each of these General Program ISLOs.
8. Topic Report – Oral Presentation Assignment in Information Systems Management course MIS 511 General Program ISLOs Assessed by this Measure: 1	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on this General Program ISLO.
9. Team Work Assignment on Effective Leadership in Human Behavior Management of Organizations course BUS 615 General Program ISLOs Assessed by this Measure: 9	On the rubric (with "exemplary" being the highest rating), at least 80% of students will achieve a performance rating of "satisfactory" or higher on this General Program ISLO.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. EBI Survey General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	ISLOs 2, 3, 4, 5, 6, 7, 8, 11. The average rating of Baker College MBA graduates on each of these General Program ISLOs on a 7-point Likert scale (with 1 representing "not at all" and 7 representing "extremely") will be equal to or greater than the national average of participating institutions. ISLOs 1, 9. The average rating of Baker College MBA graduates on each of these General Program ISLOs on a 7-point Likert scale (with 1 representing "not at all" and 7 representing "extremely") will be equal to or greater than 5.0 (no comparison with participating institutions is provided by EBI). ISLO 10. The average rating of Baker College MBA graduates on this Genral Program ISLO on a reversed 7-point Likert scale (with 1 representing "strongly agree" and 7 representing "strongly disagree") will be equal to or less than 2.0 (no comparison with participating institutions is provided by EBI).
2. SHRM Curriculum Review General Program ISLOs Assessed by this Measure: 12	Baker College MBA Program will maintain its SHRM alignment.

Assessment Results: The MBA Program

Summary of Results from Implementing Direct Measures of Student Learning:

1. **Business Simulation in the Capstone course BUS 690**

   Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 1:	154 (99.0% of Total)
General Program ISLO 2:	164 (99.2% of Total)
General Program ISLO 4:	153 (99.0% of Total)
General Program ISLO 5:	155 (99.4% of Total)
General Program ISLO 6:	153 (99.0% of Total)

   (Total number of students who needed to complete this assignment: 154-165)

2. **Application Analysis Assignment (Leadership Interview) in Human Behavior Management of Organizations course BUS 615**

   Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 1:	156 (98.7% of Total)

	General Program ISLO 8:	151 (95.3% of Total)
	(Total number of students who needed to complete this assignment: 158)	

3. **Case Analysis Project in Human Resource Management course BUS 572**

Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 1:	133 (96.4% of Total)
General Program ISLO 9:	128 (92.8% of Total)
General Program ISLO 12:	129 (93.7% of Total)

(Total number of students who needed to complete this assignment: 138)

4. **Final exam in Research and Statistics course BUS 678**

Number of students achieving a grade of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 3:	162 (90.0% of Total)

(Total number of students who took the exam: 180)

5. **Final exam in Financial Environment course BUS 640**

Number of students achieving a grade of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 7:	97 (92.8% of Total)

(Total number of students who took the exam: 104)

6. **Professional Contribution Essay in Capstone course BUS 690**

Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 10:	160 (100% of Total)

(Total number of students who needed to complete this assignment: 160)

7. **Graduate Research Paper on Information Systems in Information Systems Management course MIS 511**

Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 1:	109 (93.5% of Total)
General Program ISLO 11:	106 (91.7% of Total)

(Total number of students who needed to complete this assignment: 116)

8. **Topic Report – Oral Presentation Assignment in Information Systems Management course MIS 511**

Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 1:	115 (98.3% of Total)

(Total number of students who needed to complete this assignment: 117)

9. **Team Work Assignment on Effective Leadership in Human Behavior Management of Organizations course BUS 615**

Number of students achieving a performance rating of satisfactory or higher (satisfactory, accomplished, or exemplary):

General Program ISLO 9:   137 (92.1% of Total)

(Total number of students who needed to complete this assignment: 148)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. EBI Survey

    General Program ISLO1 (measured by Written and Oral Communication Skills questions):
    Average rating of Baker College MBA graduates (5.00) = 5.0 on a 7-point Likert scale.

    General Program ISLO2 (measured by Ethics and Legal Issues questions):
    Average rating of Baker College MBA graduates (6.12) > national average of participating institutions (5.66).

    General Program ISLO3 (measured by Data-Driven Decision-Making questions)
    Average rating of Baker College MBA graduates (5.95) > national average of participating institutions (5.64).

    General Program ISLO4 (measured by Domestic and Global Economies questions)
    Average rating of Baker College MBA graduates (5.60) > national average of participating institutions (5.59).

    General Program ISLO5 (measured by Critical Thinking and Problem Solving questions)
    Average rating of Baker College MBA graduates (5.70) = national average of participating institutions (5.70).

    General Program ISLO6 (measured by Critical Thinking and Problem Solving questions)
    Average rating of Baker College MBA graduates (5.70) = national average of participating institutions (5.70).

    General Program ISLO7 (measured by Financial Information questions)
    Average rating of Baker College MBA graduates (5.60) > national average of participating institutions (5.58).

    General Program ISLO8 (measured by Organizational Behaviors questions)
    Average rating of Baker College MBA graduates (5.90) > national average of participating institutions (5.77).

    General Program ISLO9 (measured by Multicultural and Diversity questions):

Average rating of Baker College MBA graduates (5.80) > 5.0 on a 7-point Likert scale.

General Program ISLO10 (measured by Professional Development questions):

Average rating of Baker College MBA graduates (1.95) < 2.0 on a reversed 7-point Likert scale.

General Program ISLO11 (measured by Use and Manage Technology questions)

Average rating of Baker College MBA graduates (5. 61) > national average of participating institutions (5.18).

(Total number of graduates surveyed: 67)

2. SHRM Curriculum Review

General Program ISLO 12 was measured.

The Society for Human Resource Management (SHRM) acknowledged that the Human Resource Management Major – Master of Business Administration Program at Baker College Center for Graduate Studies fully aligns with the SHRM HR Curriculum Guidebook and Templates on April 29, 2014. The timeframe of this renewed alignment is January 2015 – December 2017. The HR Major at Baker College has been aligning with SHRM Curriculum Guidebook and Templates since May 2009. All MBA students are required to take BUS572 (Human Resource Management), an HR corse.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	**Business Simulation in BUS 690**	**Leadership Interview in BUS 615**	**Case Analysis in BUS 572**	**Final Exam in Statistics BUS 678**	**EBI Survey**	**SHRM Curriculum Review**	*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. Graduates will be able to communicate using the advanced oral and written communication skills necessary for success in the business environment.	Met	Met	Met	N/A	Met	N/A		
2. Graduates will be able to apply standards of ethical and legal behaviors in a professional environment.	Met	N/A	N/A	N/A	Met	N/A		

3. Graduates will be able to collect, interpret and analyze existing and/or original research, using quantitative and statistical tools, and use in the decision making process.	N/A	N/A	N/A	Met	Met	N/A		
4. Graduates will be able to analyze the interrelatedness of market, economic, social and political trends, and their impact on a global environment.	Met	N/A	N/A	N/A	Met	N/A		
5. Graduates will be able to analyze the strategic planning process, and develop and assess strategic plans.	Met	N/A	N/A	N/A	Met	N/A		
6. Graduates will be able to reason analytically and apply theory across interdisciplinary boundaries to solve problems and create innovative solutions.	Met	N/A	N/A	N/A	Met	N/A		
7. Graduates will be able to analyze financial reports, risk management strategies and their impact on the decision making process.	N/A	N/A	N/A	N/A	Met	N/A		
8. Graduates will be able to evaluate various leadership strategies and the implications of their use.	N/A	Met	N/A	N/A	Met	N/A		
9. Graduates will be able to discuss problems from diverse perspectives and analyze the impact of individual and cultural differences on the business environment.	N/A	N/A	Met	N/A	Met	N/A		
10 Graduates will be able to illustrate commitment to personal and professional development,	N/A	N/A	N/A	N/A	Met	N/A		

community service and life-long learning.							
11 Graduates will be able to analyze the impact of information systems and technology on a business and demonstrate the ability to make effective information management decisions.	N/A	N/A	N/A	N/A	Met	N/A	
12 Graduates will be able to analyze the strategic impact of human resource development and management on a business.	N/A	N/A	Met	N/A	N/A	Met	

General Program ISLOs	Final Exam in Finance BUS 640	Professional Contribution Essay in BUS 690	Paper on Information Systems in MIS 511	Oral Presentation in MIS 511	*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. Graduates will be able to communicate using the advanced oral and written communication skills necessary for success in the business environment.	N/A	N/A	Met	Met				
2. Graduates will be able to apply standards of ethical and legal behaviors in a professional environment.	N/A	N/A	N/A	N/A				
3. Graduates will be able to collect, interpret and analyze existing and/or original research, using quantitative and statistical tools, and use in the decision making process.	N/A	N/A	N/A	N/A				
4. Graduates will be able to analyze the interrelatedness of market,	N/A	N/A	N/A	N/A				

economic, social and political trends, and their impact on a global environment.								
5. Graduates will be able to analyze the strategic planning process, and develop and assess strategic plans.	N/A	N/A	N/A	N/A				
6. Graduates will be able to reason analytically and apply theory across interdisciplinary boundaries to solve problems and create innovative solutions.	N/A	N/A	N/A	N/A				
7. Graduates will be able to analyze financial reports, risk management strategies and their impact on the decision making process.	Met	N/A	N/A	N/A				
8. Graduates will be able to evaluate various leadership strategies and the implications of their use.	N/A	N/A	N/A	N/A				
9. Graduates will be able to discuss problems from diverse perspectives and analyze the impact of individual and cultural differences on the business environment.	N/A	N/A	N/A	N/A				
10 Graduates will be able to illustrate commitment to personal and professional development, community service and life-long learning.	N/A	Met	N/A	N/A				
11 Graduates will be able to analyze the impact of information systems and technology on a business and demonstrate the ability to make effective information management decisions.	N/A	N/A	Met	N/A				

| 12 Graduates will be able to analyze the strategic impact of human resource development and management on a business. | N/A | N/A | N/A | N/A | | | | |

General Program ISLOs	Team Work on Effective Leadership in BUS 615	*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. Graduates will be able to communicate using the advanced oral and written communication skills necessary for success in the business environment.	N/A							
2. Graduates will be able to apply standards of ethical and legal behaviors in a professional environment.	N/A							
3. Graduates will be able to collect, interpret and analyze existing and/or original research, using quantitative and statistical tools, and use in the decision making process.	N/A							
4. Graduates will be able to analyze the interrelatedness of market, economic, social and political trends, and their impact on a global environment.	N/A							
5. Graduates will be able to analyze the strategic planning process, and develop and assess strategic plans.	N/A							
6. Graduates will be able to reason analytically and apply theory	N/A							

across interdisciplinary boundaries to solve problems and create innovative solutions.								
7. Graduates will be able to analyze financial reports, risk management strategies and their impact on the decision making process.	N/A							
8. Graduates will be able to evaluate various leadership strategies and the implications of their use.	N/A							
9. Graduates will be able to discuss problems from diverse perspectives and analyze the impact of individual and cultural differences on the business environment.	Met							
10 Graduates will be able to illustrate commitment to personal and professional development, community service and life-long learning.	N/A							
11 Graduates will be able to analyze the impact of information systems and technology on a business and demonstrate the ability to make effective information management decisions.	N/A							
12 Graduates will be able to analyze the strategic impact of human resource development and management on a business.	N/A							

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

1. None.