Analysis of Results					
Performance Measure (Competency)	**Description of Measurement Instrument**	**Areas of Success**	**Analysis and Action Taken**	**Results of Action Taken**	**Insert Graphs or Tables of Resulting Trends for 3-5 Years**
BS (Technological Proficiency) **70% of students will be proficient in using EXCEL**	**Method: (Internal , Formative)** Course embedded EXCEL assignments **Metric:** Student percentage score on faculty approved score sheet/rubric **Course: MGMT 4205 MIS**	75% of students rated competent to use referenced cells in 2007 and increased to 95% in 2009 but dropped back to 83% in 2010	Improvements resulted from increased experiential activities in the computer lab and coordination with faculty teaching related foundational course, BISE 2010	COB students are increasingly adept at using EXCEL as one particular area of technological proficiency.	Appendix G
BS (Effective communicators – Objective 2) 70% of our students will *prepare* professional quality business documents and/or correspondence summarizing their analysis of a business issue.	**Method: (Direct, Internal, Formative)** Course embedded case studies requiring students to submit a portfolio of letters and memos **Metric:** Student percentage score on faculty approved score sheet/rubric **Courses:** MGMT 4125	80% of the students showed ability to discuss the relevant issues within the chosen HR topic, while 90% of the students were proficient in language, grammar and originality. 23% of the class was "excellent" in delivering high-quality presentations.	Students in this course had taken BISE 2040, which may have contributed to the successes. Quality Enhancement Program (QEP) utilized to support student writing. Areas of weakness noted and students were provided feedback	Incorporate additional courses into the QEP, with access to writing specialists on key assignments	
Mean student scores on Major Field Test (MFT) increase over time, reaching the 50th or higher percentile nationally in all disciplines.	**Method: (Direct, External, and Summative)** **Major Field Test (MFT)**	Student scores in Information Systems consistently higher. Overall mean scores low, trending downward.	Students take MFT in MGMT 4199, graduating senior semester. Score counts 10% of grade. Many students not motivated to perform well on MFT. Recommendation to count MFT 15 to 20%, and reduce points for low scores.	Scores continue to be relatively low, and trending downward. Appendix L for scores by discipline over time.	Appendix H

			All students take BISE 2010 and MGMT 4205 related to information systems, under "above average" teachers.		
BS (Business Professionals) 70% of students will exhibit appropriate behaviors in the actual work environment…	**Method: (Indirect, External, Formative)** Supervisory evaluations of internship experiences **Course: MGHC 4211**	77% of students receiving supervisory evaluations over the past two years, received ratings of "good" or "excellent" re professionalism	Students in this class have traditionally performed well, especially in behaving professionally in the actual work environment.	Attendance issues detract from scores and feedback from students reveal transportation/work obstacles. Recessionary economic conditions impose hardships on many students.	Appendix I
MBA (Goal 2, Obj. 1) Expectation: 80% or higher earn passing score on comprehensive MBA final exam.	**Metric (Direct, Internal, Summative):** Performance as defined by rubric and numerical value. **Course:** MGMT 6199 Business Policy	90% of MBA students who took the comprehensive examination received satisfactory grades (Knowledge of Business Policies and Strategies)	Using a comprehensive case analysis as the final exam may not be best measure for determining integration of knowledge from all MBA courses.	MBA faculty partnering to contribute exam questions from their respective disciplines to develop new comprehensive exam format	

Standard #5 Faculty and Staff Focus

Complete the following table. Use a maximum of three or four examples, reporting what you consider to be the most important data. It is not necessary to provide results for every process.

Table3: Standard 5 - Faculty- and Staff-Focused Results

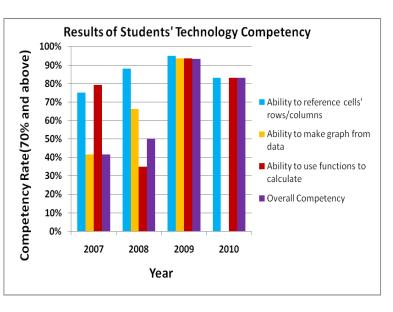| **Faculty and Staff Focused Results**	Faculty and staff-focused results examine how well the organization creates and maintains a positive, productive, learning-centered work environment for business faculty and staff. *Key indicators may include: professional development, scholarly activities, community service, administrative duties, business and industry interaction, number of advisees, number of committees, number of theses supervised, satisfaction or dissatisfaction of faculty and staff, positive, productive, and learning-centered environment, safety, absenteeism, turnover, or complaints.*

Appendix G

Report on Technological Competency (MGMT 4205)

(Reporting period: Fall 2007 – Spring 2010)

Excel data analysis is infused to all my MGMT4205-Management Information Systems classes to measure COB students' technological competency in compliance of COB's Goal 4 Objective 1. Students' level of technological competency on data analysis skill by using EXCEL had been assessed and analyzed from fall 2007 to spring 2010. The following are the results in year 2007, 2008, 2009 and 2010.

Technological Competency Rate					
Year	Semester	Reference cell rows columns	Make graphs	Use functions to calculate	Overall
2007	fall	75.0%	41.7%	79.2%	41.7%
2007		**75%**	**42%**	**79%**	**42%**
2008	spr-01	88.9%	63.0%	25.9%	40.7%
2008	spr-03	84.6%	53.8%	15.4%	46.2%
2008	fall	90.9%	81.8%	63.6%	63.6%
2008		**88%**	**66%**	**35%**	**50%**
2009	spr-01	80.0%	93.3%	80.0%	80.0%
2009	spr-03	100.0%	93.8%	100.0%	93.8%
2009	fall-01	100.0%		94.0%	100.0%
2009	fall-02	100.0%		100.0%	100.0%
2009		**95%**	**94%**	**94%**	**93%**
2010	spr-01	81%		81%	81%
2010	spr-02	85%		85%	85%
2010		**83%**		**83%**	**83%**

MFT Mean Percent Correct for Nine Assessment Indicators
By Academic Year

Legend:
- Information Systems
- Marketing
- Management
- International Issues
- Quantitative Business Analysis
- Finance
- Economics
- Accounting
- Legal and Social Environment

MFT Mean By Academic Year