



Report of Outcomes Assessment Results

Institution	Defiance College
Academic Business Unit	Department of Business
Academic Year	2015/16

Outcomes Assessment Plan

Is the outcomes assessment plan that you submitted to the IACBE still current or have you made changes?

The outcomes assessment plan that we have previously submitted is still current.

Changes have been made and the revised plan is attached.

We have made changes and the revised plan will be sent to the IACBE by: _____

Outcomes Assessment Results

For Academic Year: 2015/16

Section I: Student Learning Assessment

Student Learning Assessment for: <i>Bachelor of Arts in Business</i>	
Program Intended Student Learning Outcomes (Program ISLOs)	
<i>Program Learning Outcome 1</i> Students will explain the major concepts in the functional areas of accounting, marketing, finance, and management. 1.	
2. <i>Program Learning Outcome 2</i> Students will evaluate the legal, social, and economic environments of business.	
<i>Program Learning Outcome 3</i> Students will describe the global environment of business. 3.	
4. <i>Program Learning Outcome 4</i> Students will describe and explain the ethical obligations and responsibilities of business.	
<i>Program Learning Outcome 5</i> Students will apply decision-support tools to business decision making. 5.	
<i>Program Learning Outcome 6</i> Students will construct and present effective oral and written forms of professional communication.	
<i>Program Learning Outcome 7</i> Students will apply knowledge of business concepts and functions in an integrated manner.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Direct Measure 1</i> <i>ETS Major Field Test in Business (BMFAT)</i> Program ISLOs Assessed by this Measure: 1,7	<i>Objective (Target/Criterion) for Direct Measure 1</i> <i>The mean score will equal or exceed the national mean score and the business component scores in the subcategories will each exceed 50%.</i>
2. <i>Direct Measure 2</i> <i>Capstone course written project with oral presentation</i> General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7	<i>Objective (Target/Criterion) for Direct Measure 2</i> <i>At least 80% of the students will score at the highest level on each learning-outcomes-related case study project evaluation criterion.</i> <i>General</i>

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. <i>Indirect Measure 1 Student Satisfaction Survey</i> Program ISLOs Assessed by this Measure: 1,2,3,4,5,6,7	<i>Objective (Target/Criterion) for Indirect Measure 1</i> Based on questionnaire responses of students, at least 80% report that they are satisfied or highly satisfied with their knowledge and skills of the learning-outcomes-related items
2. <i>Indirect Measure 2 Employer Satisfaction Survey</i> Program ISLOs Assessed by this Measure: 1,2,3,4,5,6,7	<i>Objective (Target/Criterion) for Indirect Measure 2</i> Based on questionnaire responses of employers who have hired graduates within the past 1-2 years, at least 80% report that they are satisfied or highly satisfied with the knowledge and skills of the graduate on the learning-outcomes

Learning Assessment Results: Bachelor of Arts in Business

Summary of Results from Implementing Direct Measures of Student Learning:

- Summary of Results for Direct Measure 1 One half of students -in each semester cohort -scored above the 50% national mean*
- Summary of Results for Direct Measure 2 All students- in each semester cohort passed the project evaluation. 20 % performed at the highest level*

Summary of Results from Implementing Indirect Measures of Student Learning:

- Summary of Results for Indirect Measure 1 No employer survey results reported-*
- Summary of Results for Indirect Measure 2 No reporting on employment at graduation*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
Program ISLOs	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. <i>Program Learning Outcome 1</i>	met	met			Not Met	Not met		

2. <i>Program Learning Outcome 2</i>	met	met			Not Met	Not met		
3. <i>Program Learning Outcome 3</i>	met	met			Not Met	Not met		
4. <i>Program Learning Outcome 4</i>	met	met			Not Met	Not met		
5. <i>Program Learning Outcome 5</i>	met	met			Not Met	Not met		
6. <i>Program Learning Outcome 6</i>	met	met			Not Met	Not met		
7. <i>Program Learning Outcome 7</i>	met	met			Not Met	Not met		

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

1. *Course of Action 1 We are considering a new direct measure – using a Business game to measure learning for all outcomes. Current national test does not give us student identity and many of our students come from two years at another college. The Business Strategy Game allows us to know the students identity and to assess our program.*
2. *Course of Action 2 We are considering a new indirect measure- to add internships to the program and use employer surveys from these internships*
3. *Course of Action 3 We have a new career service director- am hopeful that office will conduct student placement surveys as they graduate for more accurate reporting*
4. *Course of Action 4*

Outcomes Assessment Results

For Academic Year: 2015/16

Section I: Student Learning Assessment

Student Learning Assessment for: <i>Bachelor of Arts in Accounting</i>
Program Intended Student Learning Outcomes (Program ISLOs)
<i>Program Learning Outcome 1</i> Students will prepare, analyze, and interpret financial statements
<i>Program Learning Outcome 2</i>

Students will apply accounting information to make internal decisions.

Program Learning Outcome 3

Students will develop accounting information systems.

Program Learning Outcome 4

Students will prepare tax returns for individuals and businesses that follow Internal

Program Learning Outcome 5

Students will integrate in practice each functional area of business.

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

Direct Measure 1
ETS Major Field Test in Business (BMFAT)

Objective (Target/Criterion) for Direct Measure 1
The mean score will equal or exceed the national mean score and the business component scores in the subcategories will each exceed 50%.

Program ISLOs Assessed by this Measure: 1,5

Direct Measure 2
Capstone course written project with oral presentation

Objective (Target/Criterion) for Direct Measure 2
At least 80% of the students will score at the highest level on each learning-outcomes-related case study project evaluation criterion.
General

Program ISLOs Assessed by this Measure:
1, 2, 3, 4, 5

**Assessment Instruments for Intended Student Learning Outcomes—
Indirect Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Indirect Measures:

3. *Indirect Measure 1 Student Satisfaction Survey*
Program ISLOs Assessed by this Measure: 1,2,3,4,5

Objective (Target/Criterion) for Indirect Measure 1
Based on questionnaire responses of students, at least 80% report that they are satisfied or highly satisfied with their knowledge and skills of the learning-outcomes-related

<p>4. <i>Indirect Measure 2 Employer Satisfaction Survey</i> Program ISLOs Assessed by this Measure: : 1,2,3,4,5</p>	<p><i>Objective (Target/Criterion) for Indirect Measure 2</i> Based on questionnaire responses of employers who have hired graduates within the past 1-2 years, at least 80% report that they are satisfied or highly satisfied with the knowledge and skills of the graduate on the learning-outcomes</p>
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Learning Assessment Results: Bachelor of Arts in Accounting

Summary of Results from Implementing Direct Measures of Student Learning:

3. *Summary of Results for Direct Measure 1 One half of students -in each semester cohort -scored above the 50% national mean*

4. *Summary of Results for Direct Measure 2 All students- in each semester cohort passed the project evaluation. 20 % performed at the highest level*

Summary of Results from Implementing Indirect Measures of Student Learning:

3. *Summary of Results for Indirect Measure 1 No student satisfaction survey results reported-*

4. *Summary of Results for Indirect Measure 2 No employers completed employer satisfaction surveys*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
8. <i>Program Learning Outcome 1</i>	met	met			Not Met	Not met		
9. <i>Program Learning Outcome 2</i>	met	met			Not Met	Not met		
10. <i>Program Learning Outcome 3</i>	met	met			Not Met	Not met		
11. <i>Program Learning Outcome 4</i>	met	met			Not Met	Not met		
12. <i>Program Learning Outcome 5</i>	met	met			Not Met	Not met		
13. <i>Program Learning Outcome 6</i>	met	met			Not Met	Not met		

14. Program Learning Outcome 7	met	met			Not Met	Not met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
5. <i>Course of Action 1 We are considering a new direct measure – using a Business game to measure learning for all outcomes. Current national test does not give us student identity and many of our students come from two years at another college. The Business Strategy Game allows us to know the students identity and to assess our program. Our Business and accounting students are assessed in these measures</i>								
6. <i>Course of Action 2 We are considering a new indirect measure- to add internships to the program and use employer surveys from these internships</i>								
7. <i>Course of Action 3 We have a new career service director- am hopeful that office will conduct student placement surveys as they graduate for more accurate reporting</i>								
8. <i>Course of Action 4</i>								

Outcomes Assessment Results

For Academic Year: 2015/16

Section I: Student Learning Assessment

Student Learning Assessment for: <i>Masters in Business Administration</i>
Program Intended Student Learning Outcomes (Program ISLOs)
<p><i>Program Learning Outcome 1</i> Students will recognize problems in business environments and identify turnaround solutions.</p>
<p><i>Program Learning Outcome 2.</i> Students will integrate theory and practice in the strategic analysis of business environments.</p>

Program Learning Outcome 3

Students will identify and apply quantitative techniques and methods in the analysis of business situations.

Program Learning Outcome 4 .

Students will communicate to relevant business audiences through effective written and oral presentations.

Program Learning Outcome 5 .

Students will work productively with teams of colleagues on projects.

Program Learning Outcome 6. Students will identify and analyze the ethical obligations and responsibilities of business.

Program Learning Outcome 7

**Assessment Instruments for Intended Student Learning Outcomes—
Direct Measures of Student Learning:**

Performance Objectives (Targets/Criteria) for Direct Measures:

3. *Direct Measure 1 Analysis of Workplace*

Program ISLOs Assessed by this Measure:
1, 2, 3, 4, 6

Objective (Target/Criterion) for Direct Measure 1
At least 90% of the students will score at the highest level on each learning-outcomes-related case study project evaluation criterion.

4. *Direct Measure 2 Case Study of an organization*

Program ISLOs Assessed by this Measure:
1, 2, 4, 5, 6

Objective (Target/Criterion) for Direct Measure 2
At least 90% of the students will score at the highest level on each learning-outcomes-related case study project evaluation criterion.

5. *Direct Measure 3 Case Study of Leadership*

Program ISLOs Assessed by this Measure:

Objective (Target/Criterion) for Direct Measure 3

1, 2, 3, 4, 5, 6	<i>At least 90% of the students will score at the highest level on each learning-outcomes-related case study project evaluation criterion.</i>
6. <i>Direct Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Direct Measure 4</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
5. <i>Indirect Measure 1 Student Satisfaction Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	<i>Objective (Target/Criterion) for Indirect Measure 1</i> <i>Based on questionnaire responses of students, at least 80% report that they are satisfied or highly satisfied with their knowledge and skills of the learning-outcomes-related items on the instrument.</i>
6. <i>Indirect Measure 2 Employer Satisfaction Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	<i>Objective (Target/Criterion) for Indirect Measure 2</i> <i>Based on questionnaire responses of employers who have hired graduates within the past 1-2 years, at least 80% report that they are satisfied or highly satisfied with the knowledge and skills of the graduate on the learning-outcomes-related items on the instrument.</i>
7. <i>Indirect Measure 3</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Indirect Measure 3</i>
8. <i>Indirect Measure 4</i> Program ISLOs Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Indirect Measure 4</i>
Learning Assessment Results: Masters in Business Administration	
Summary of Results from Implementing Direct Measures of Student Learning:	
5. <i>Summary of Results for Direct Measure 1</i> <i>The performance targets were met for learning-outcomes 1, 2, 4, 5, and 6 as all students scored at the highest level on these learning-outcomes-related case study project evaluation criteria. The performance target for learning-outcome 3 was not met as 20% scored at the highest level on this learning-outcomes-related case study project evaluation criterion (the other 80% scored at the second highest level).</i>	
6.	
7. <i>Summary of Results for Direct Measure 2</i>	

The performance targets were met for learning-outcomes 1, 2, 4, 5, and 6 as all students scored at the highest level on these learning-outcomes-related case study project evaluation criteria. The performance target for learning-outcome 3 was not met as 20% scored at the highest level on this learning-outcomes-related case study project evaluation criterion (the other 80% scored at the second highest level).

8.

9. *Summary of Results for Direct Measure 3*

The performance targets were met for learning-outcomes 1, 2, 4, 5, and 6 as all students scored at the highest level on these learning-outcomes-related case study project evaluation criteria. The performance target for learning-outcome 3 was not met as 20% scored at the highest level on this learning-outcomes-related case study project evaluation criterion (the other 80% scored at the second highest level).

10.

11. *Summary of Results for Direct Measure 4*

Summary of Results from Implementing Indirect Measures of Student Learning:

5. *Summary of Results for Indirect Measure 1 No Student satisfaction Surveys were completed this year*

6. *Summary of Results for Indirect Measure 2 No employers responded to employment survey*

7. *Summary of Results for Indirect Measure 3*

8. *Summary of Results for Indirect Measure 4*

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
15. <i>Program Learning Outcome 1</i>	met	met	met		Not Met	Not met		
16. <i>Program Learning Outcome 2</i>	met	met	met		Not Met	Not met		
17. <i>Program Learning Outcome 3</i>	met	met	met		Not Met	Not met		
18. <i>Program Learning Outcome 4</i>	met	met	met		Not Met	Not met		
19. <i>Program Learning Outcome 5</i>	met	met	met		Not Met	Not met		
20. <i>Program Learning Outcome 6</i>	met	met	met		Not Met	Not met		

21. Program Learning Outcome 7	met	met	met		Not Met	Not met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
9. Course of Action 1 We have a new career service director- am hopeful that office will conduct student satisfaction and employment surveys as they graduate for more accurate reporting								
10. Course of Action 2								
11. Course of Action 3								
12. Course of Action 4								

Section II: Operational Assessment (Note: Complete this section only if you received first-time accreditation or reaffirmation of accreditation after January 1, 2011.)

Operational Assessment	
Intended Operational Outcomes	
1. <i>Intended Operational Outcome 1</i>	
2. <i>Intended Operational Outcome 2</i>	
3. <i>Intended Operational Outcome 3</i>	
4. <i>Intended Operational Outcome 4</i>	
5. <i>Intended Operational Outcome 5</i>	
6. <i>Intended Operational Outcome 6</i>	
7. <i>Intended Operational Outcome 7</i>	
Assessment Measures/Methods for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures/Methods:
1. <i>Operational Assessment Measure/Method 1</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 1</i>
2. <i>Operational Assessment Measure/Method 2</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 2</i>
3. <i>Operational Assessment Measure/Method 3</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 3</i>
4. <i>Operational Assessment Measure/Method 4</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 4</i>

5. <i>Operational Assessment Measure/Method 5</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 5</i>
6. <i>Operational Assessment Measure/Method 6</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 6</i>
7. <i>Operational Assessment Measure/Method 7</i> Intended Operational Outcomes Assessed by this Measure: <i>Outcomes List</i>	<i>Objective (Target/Criterion) for Measure/Method 7</i>

Summary of Results from Implementing Operational Assessment Measures/Methods:

1. *Summary of Results for Measure/Method 1*
2. *Summary of Results for Measure/Method 2*
3. *Summary of Results for Measure/Method 3*
4. *Summary of Results for Measure/Method 4*
5. *Summary of Results for Measure/Method 5*
6. *Summary of Results for Measure/Method 6*
7. *Summary of Results for Measure/Method 7*

Summary of Achievement of Intended Operational Outcomes:

Intended Operational Outcomes	Operational Assessment Measures/Methods							
	<i>Operational Assessment Measure/Method 1</i>	<i>Operational Assessment Measure/Method 2</i>	<i>Operational Assessment Measure/Method 3</i>	<i>Operational Assessment Measure/Method 4</i>	<i>Operational Assessment Measure/Method 5</i>	<i>Operational Assessment Measure/Method 6</i>	<i>Operational Assessment Measure/Method 7</i>	<i>Operational Assessment Measure/Method 8</i>
	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. <i>Intended Operational Outcome 1</i>								
2. <i>Intended Operational Outcome 2</i>								

3. <i>Intended Operational Outcome 3</i>								
4. <i>Intended Operational Outcome 4</i>								
5. <i>Intended Operational Outcome 5</i>								
6. <i>Intended Operational Outcome 6</i>								
7. <i>Intended Operational Outcome 7</i>								

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

1. *Course of Action 1*
2. *Course of Action 2*
3. *Course of Action 3*
4. *Course of Action 4*