



Public Disclosure of Student Learning Form

Institution:	Robert Morris University
Academic Business Unit:	School of Business Administration
Academic Year:	2015-16

Report of Student Learning and Achievement
Institution
Name of your Academic Business Unit

For Academic Year: 2015-16

Mission of the *Name of your Academic Business Unit*

Consistent with the Robert Morris University mission, the School of Business Administration is committed to fully preparing our diverse student body for entry into the workforce, career advancement and/or the pursuit of graduate level education.

Student Learning Assessment for the Bachelor of Business Administration (BBA)

General Program Intended Student Learning Outcomes (Core ISLOs)

1. Students will be able to generate business solutions
2. Students will be equipped to evaluate business opportunities and threats that could impact the formulation of a business plan
3. Students will develop the ability to communicate with appropriate technology
4. Students will be able to conduct proper research
- 5.

Intended Student Learning Outcomes: Concentration in Management (Management ISLOs)

1. Students will be able to facilitate awareness of internal and external business environments and dynamics
2. Students will have the ability to analyze an organization from a strategic perspective
- 3.

Intended Student Learning Outcomes: Concentration in Accounting (Accounting ISLOs)

1. Students will be able to facilitate awareness of internal and external business environments and dynamics
2. Students will have the ability to analyze an organization from a strategic perspective
3. Students will gain an understanding of accounting principles, objectives and auditing standards

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
<p>1. End-of-Program Comprehensive Exam administered in MGT 450 Capstone class.</p> <p>Core ISLOs Assessed by this Measure: 1, 4 Management ISLOs Assessed by this Measure: 1, 2</p>	<p>Management students will attain a 75% score or higher on the Management questions.</p>
<p>2. Direct measure of authentic work through assessment of ACC460 Capstone paper. Student work is evaluated using a standardized rubric developed by faculty.</p> <p>Core ISLOs Assessed by this Measure: 1, 4 Accounting ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>At least 70% of Accounting students will score 3 or higher (on a 5 point scale) based on faculty-developed rubric.</p>
<p>3. Direct measure of authentic work through assessment of MGT 450 Capstone paper. Student work is evaluated using a standardized rubric developed by faculty.</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4 Management ISLOs Assessed by this Measure: 1, 2 Accounting ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>At least 75% of students will score 3 or higher (on a 5 point scale) based on faculty-developed rubric.</p>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
<p>1. Formal student evaluations of faculty in every course every quarter. Specific questions asked are “How much did you know about the subject prior to taking this class?” and “How much knowledge about this subject do you feel you gained?”</p> <p>Core ISLOs Assessed by this Measure: 1, 3, 4 Management ISLOs Assessed by this Measure: 1, 2 Accounting ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>“How much knowledge about this subject do you feel you gained” should score 1.5 levels higher than “How much did you know about the subject prior to taking this class” (on a 6 point scale)</p>

<p>2. 6-Month Post Graduatom Survey – Students are asked their satisfaction level on “employment preparation provided by RMU”</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4 Management ISLOs Assessed by this Measure: 1, 2 Accounting ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>At least 70% of students will be satisfied with employment preparation</p>
<p>Summary of Results from Implementing Direct Measures of Student Learning:</p>	
<p>1. The average on the Management section of the Comprehensive Test for Management majors was 75.5%</p>	
<p>2. 70.5% of Accounting students received a score of 3 or higher on the ACC460 Capstone Project</p>	
<p>3. 78.6% of Management students received a score of 3 or higher on the MGT450 Capstone Project</p>	
<p>Summary of Results from Implementing Indirect Measures of Student Learning:</p>	
<p>1. Average for prior knowledge was 3.18 and after course was 4.97 for a difference of 1.79</p>	
<p>2. 75% of students were satisfied with employment preparation</p>	

Extent of Accomplishment of Intended Student Learning Outcomes:												
Bachelor of Business Administration (BBA) with a Concentration in Management												
Intended Student Learning Outcomes	Learning Assessment Measures											
General Program Intended Student Learning Outcomes (Core ISLOs)	End-of-Program Comprehensive Exam			Capstone Paper			Student Evaluations			6-Month Post Graduatom Survey		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to generate business solutions	X			X			X			X		
2. Students will be equipped to evaluate business opportunities and threats that could impact the formulation of a business plan			X	X					X	X		
3. Students will develop the ability to communicate with appropriate technology			X	X			X			X		
4. Students will be able to conduct proper research	X			X			X			X		
Intended Student Learning Outcomes: Concentration in Management (Management ISLOs)	End-of-Program Comprehensive Exam			Capstone Paper			Student Evaluations			6-Month Post Graduatom Survey		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to facilitate awareness of internal and external business environments and dynamics	X			X			X			X		
2. Students will have the ability to analyze an organization from a strategic perspective	X			X			X			X		

Bachelor of Science in Accounting												
Intended Student Learning Outcomes	Learning Assessment Measures											
General Program Intended Student Learning Outcomes (Core ISLOs)	Accounting Capstone Project			Capstone Paper			Student Evaluations			6-Month Post Graduatom Survey		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to generate business solutions	X			X			X			X		
2. Students will be equipped to evaluate business opportunities and threats that could impact the formulation of a business plan			X	X					X	X		
3. Students will develop the ability to communicate with appropriate technology			X	X			X			X		
4. Students will be able to conduct proper research	X			X			X			X		
Intended Student Learning Outcomes: Concentration in Accounting (Accounting ISLOs)	Accounting Capstone Project			Capstone Paper			Student Evaluations			6-Month Post Graduatom Survey		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to facilitate awareness of internal and external business environments and dynamics	X			X			X			X		
2. Students will have the ability to analyze an organization from a strategic perspective	X			X			X			X		

3. Students will gain an understanding of accounting principles, objectives and auditing standards	X			X			X			X		
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Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:												

Student Learning Assessment for the Masters of Business Administration (MBA)

General Program Intended Student Learning Outcomes (Core ISLOs)	
1. Students will be able to demonstrate effective oral and written communication, presentation skills and collaborative competencies.	
2. Students will be able to analyze and interpret data in the areas of accounting, finance, economics, marketing, management information systems, and management to formulate sound business decisions.	
3. Students will be able to utilize statistical and analytical software and describe the role of collaborative systems in formulating effective business solutions.	
4. Students will be able to analyze and propose solutions that balance the ethical and social needs of the global community with the sustainability of the organization.	
5. Students will be able to demonstrate growth in personal leadership competencies and assess an organization’s leadership and social capital and evaluate their effects on an organization.	
Intended Student Learning Outcomes: Concentration in Management (Management ISLOs)	
1. Students will be able to formulate strategic perspectives that identify an organization’s competitive advantages and addresses stakeholder concerns, organizational capabilities, and ethical responsibilities.	
Intended Student Learning Outcomes: Concentration in Human Resource Management (Human Resource Management ISLOs)	
1. Students will be able to design effective human resource systems to support organizational needs and create the next generation of high performing leaders.	
Intended Student Learning Outcomes: Concentration in Accounting (Accounting ISLOs)	
1. Students will be able to apply accounting methods and communicate in-depth financial analysis to complex organizational situations.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End-of-Program Comprehensive Exam administered in MGT 590 Capstone class. Core ISLOs Assessed by this Measure: 2, 4, 5	All students will attain a 70% score or higher on the exam.
2. Direct measure of authentic work through assessment of MGT 590 Capstone project. Student work is evaluated using a standardized rubric developed by faculty.	At least 80% of students will score 3 or higher (on a 4 point scale) based on faculty-developed rubric.

<p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Management ISLOs Assessed by this Measure: 1</p>	
<p>3. Direct measure of authentic work through assessment of MGT 557 project. Student work is evaluated using a standardized rubric developed by faculty.</p> <p>Human Resource Management ISLOs Assessed by the Measure: 1</p>	<p>At least 75% of students will score 3 or higher (on a 4 point scale) based on faculty-developed rubric.</p>
<p>4. Direct measure of authentic work through assessment of ACC560 project. Student work is evaluated using a standardized rubric developed by faculty.</p> <p>Accounting ISLOs Assessed by this Measure: 1</p>	<p>At least 75% of students will score 3 or higher (on a 4 point scale) based on faculty-developed rubric.</p>
<p>Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:</p>	<p>Performance Objectives (Targets/Criteria) for Indirect Measures:</p>
<p>1. GLO BUS Simulation completed in MGT590.</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Management ISLOs Assessed by this Measure: 1 Human Resource Management ISLOs Assessed by the Measure: 1 Accounting ISLOs Assessed by this Measure: 1</p>	<p>A percentile ranking of 45 or higher compared to other universities.</p>
<p>2. Faculty Evaluations</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Management ISLOs Assessed by this Measure: 1 Human Resource Management ISLOs Assessed by the Measure: 1 Accounting ISLOs Assessed by this Measure: 1</p>	<p>Faculty evaluations to average 5.0 on a 6.0 scale</p>
<p>Summary of Results from Implementing Direct Measures of Student Learning:</p>	

1. The average on the Comprehensive Exam was 71%
2. 92% of students achieved level 3 or higher on the Capstone Project for MGT590
3. 76% of students received a score of 3 or higher on the Project for MGT557
4. 76% of students received a score of 3 or higher on the Project for ACC560
Summary of Results from Implementing Indirect Measures of Student Learning:
1. Actual ranking for the GLO BUS simulation was 47
2. Average faculty evaluations were 5.3

Extent of Accomplishment of Intended Student Learning Outcomes:												
Masters of Business Administration (MBA) with a Concentration in Management												
Intended Student Learning Outcomes	Learning Assessment Measures											
	End-of-Program Comprehensive Exam			Capstone Paper – MGT590			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
General Program Intended Student Learning Outcomes (Core ISLOs)	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to demonstrate effective oral and written communication, presentation skills and collaborative competencies.			X	X			X			X		
2. Students will be able to analyze and interpret data in the areas of accounting, finance, economics, marketing, management information systems, and management to formulate sound business decisions.	X			X			X			X		
3. Students will be able to utilize statistical and analytical software and describe the role of collaborative systems in formulating effective business solutions.			X	X			X			X		
4. Students will be able to analyze and propose solutions that balance the ethical and social needs of the global community with the sustainability of the organization.	X			X			X			X		

5. Students will be able to demonstrate growth in personal leadership competencies and assess an organization's leadership and social capital and evaluate their effects on an organization.	X			X			X			X		
Intended Student Learning Outcomes: Concentration in Management (Management ISLOs)	End-of-Program Comprehensive Exam			Capstone Paper – MGT590			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to formulate strategic perspectives that identify an organization's competitive advantages and addresses stakeholder concerns, organizational capabilities, and ethical responsibilities.			X	X			X			X		
Masters of Business Administration (MBA) with a Concentration in Human Resource Management												
Intended Student Learning Outcomes	Learning Assessment Measures											
General Program Intended Student Learning Outcomes (Core ISLOs)	End-of-Program Comprehensive Exam			Capstone Paper – MGT590			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to demonstrate effective oral and written communication, presentation skills and collaborative competencies.			X	X			X			X		

2. Students will be able to analyze and interpret data in the areas of accounting, finance, economics, marketing, management information systems, and management to formulate sound business decisions.	X			X			X			X		
3. Students will be able to utilize statistical and analytical software and describe the role of collaborative systems in formulating effective business solutions.			X	X			X			X		
4. Students will be able to analyze and propose solutions that balance the ethical and social needs of the global community with the sustainability of the organization.	X			X			X			X		
5. Students will be able to demonstrate growth in personal leadership competencies and assess an organization's leadership and social capital and evaluate their effects on an organization.	X			X			X			X		
Intended Student Learning Outcomes: Concentration in Human Resource Management (Human Resource Management ISLOs)	End-of-Program Comprehensive Exam			MGT557 Project			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A

1. Students will be able to design effective human resource systems to support organizational needs and create the next generation of high performing leaders.			X	X			X			X		
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Masters of Business Administration (MBA) with a Concentration in Accounting												
Intended Student Learning Outcomes	Learning Assessment Measures											
General Program Intended Student Learning Outcomes (Core ISLOs)	End-of-Program Comprehensive Exam			Capstone Paper – MGT590			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to demonstrate effective oral and written communication, presentation skills and collaborative competencies.			X	X			X			X		
2. Students will be able to analyze and interpret data in the areas of accounting, finance, economics, marketing, management information systems, and management to formulate sound business decisions.	X			X			X			X		
3. Students will be able to utilize statistical and analytical software and describe the role of collaborative systems in formulating effective business solutions.			X	X			X			X		

4. Students will be able to analyze and propose solutions that balance the ethical and social needs of the global community with the sustainability of the organization.	X			X			X			X		
5. Students will be able to demonstrate growth in personal leadership competencies and assess an organization's leadership and social capital and evaluate their effects on an organization.		X		X			X			X		
Intended Student Learning Outcomes: Concentration in Accounting (Accounting ISLOs)	End-of-Program Comprehensive Exam			ACC560 Project			GLO BUS Simulation			Faculty Evaluations		
	Performance Target Was...			Performance Target Was...			Performance Target Was...			Performance Target Was...		
	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A	Met	Not Met	N/A
1. Students will be able to apply accounting methods and communicate in-depth financial analysis to complex organizational situations.			X	X			X			X		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:												