Program: Management and Organization

1) Have formal learning outcomes been developed? What are they? (What specific sets of skills and knowledge does the department expect its majors to have acquired before they graduate?)

Human resource concentrators will
1. Demonstrate knowledge of basic HR functions.
2. Diagnose the effectiveness of HR in an organization.
3. Apply knowledge of best HR practices to improve an organization’s effectiveness.

Management and leadership concentrators will
1. Develop an appreciation for the fundamentals and complexity of successful leadership.
2. Identify exemplary leadership in yourself and others.
3. Demonstrate skills of effective leadership.

2) Where are these learning outcomes published? Be specific. (Where are the department’s learning expectations accessible to potential majors: on the web or in the catalog or in your department’s major handouts?)

Department website

3) Other than GPA, what data/evidence is used to determine whether graduates have achieved the stated outcomes for the degree? (What evidence and analytical approaches do you use to assess which of the student learning outcomes are being achieved more or less well?)

   1. Assessment of final papers in MB110 and MB313 for Human Resources concentrators and in MB127 for Management Leadership concentrators
   2. Analysis of data from electronic survey administered to all concentrators
   3. Analysis of relevant data from BC senior survey
   4. Review of MFAT scores

4) Who interprets the evidence? What is the process? (Who in the department is responsible for interpreting the data and making recommendations for curriculum or assignment changes if appropriate? When does this occur?)

Department Continuous Improvement Committee composed of three faculty members review data annually