Unit Course Assessment Report - Four Column

Ferris State University

Z - MMBA Courses

Course Outcomes	Means of Assessment & Criteria for Success / Tasks	Results	Action & Follow-Up
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Leadership System - Interpret the characteristics of effective leadership systems **Start Date:** 08/17/2009 **Outcome Status:** Active	**Assessment Method:** Identify strengths and areas for improvement in Leadership using a Baldrige case study; **Assessment Method Category:** Case Studies/Problem-based Assignments **Criterion for Success:** The target is an average grade exceeding 85% and minimum grade above 60%.	10/23/2010 - Fall 2010 (class taught by adjunct Geri Markley) N = 18, Avg = 82, Min = 67, Max = 91. **Classification:** Criterion Met **Action:** 1 - No Action Required	
		03/22/2010 - See program level learning outcomes and results. **Classification:** Criterion Met **Action:** 1 - No Action Required	
	Assessment Method: Research characteristics of three leaders. Select one of the business leaders, and one leader from each of two other categories for a total of three leaders. **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.) **Criterion for Success:** The target is an average grade exceeding 85% and minimum grade above 60%.	10/23/2010 - Fall 2010 (class taught by adjunct Geri Markley) N = 18 Avg = 95, Min = 84, Max = 100 **Classification:** Criterion Met **Action:** 1 - No Action Required	
		03/22/2010 - W'10 N = 20 students Avg = 92%, min = 79%, max = 100%. **Classification:** Criterion Met **Action:** 1 - No Action Required	
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Values and expectations - Formulates methods and strategies for communicating values, directions, and expectations to employees **Start Date:** 08/17/2009 **Outcome Status:**	**Assessment Method:** Given a business scenario involving breakdown of communication answer three questions (p: 86 SSK). **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)	05/01/2010 - Min = 89%, Avg = 98%, Med = 99%, Max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	

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No Longer an Outcome	**Assessment Method:** Given a business scenario, apply various leadership approaches (p: 177 SSK). **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)	05/01/2010 - Min = 74%, Avg = 96%, Med = 100%, Max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Empowerment and innovation - Integrates effective strategies for creating an environment of empowerment, innovation, organizational agility, and employee and organizational learning **Start Date:** 08/17/2009 **Outcome Status:** No Longer an Outcome	**Assessment Method:** Describe motivational environment (p: 57 SSK); **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)	05/01/2010 - Min = 69%, Avg = 92%, Med = 92%, Max = 100% **Classification:** Criterion Not Met **Action:** 2 - Pending Action	
	Assessment Method: Describe teams and leadership (p: 160 **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)	05/01/2010 - Min = 77%, Avg = 93%, Med = 92%, Max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Assessing organizational performance - Evaluate methods and strategies for assessing organizational performance, capabilities, and success, competitive performance, progress toward goals, and the organization?s ability to meet changing organizational needs **Start Date:** 08/17/2009 **Outcome Status:** Active	**Assessment Method:** Research paper on old and new style organizations as detailed in textbook SSK. **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.) **Criterion for Success:** The target is an average grade exceeding 85% and minimum grade above 60%.	10/23/2010 - Fall 2010 (class taught by adjunct Geri Markley) N = 17 Avg = 90, Min = 85, Max = **Classification:** Criterion Met **Action:** 1 - No Action Required	
		07/05/2010 - S '10 Taught by adjunct faculty N = 15 students Average = 96%, min = 90%, max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
		03/22/2010 - W'10 N = 20 students Avg 86%, Min 56%, Max 100%. One student did not put much effort into the research paper. She had excellent scores until this last assignment and was willing to cut	04/01/2010 - This was on the syllabus. "Your research paper must be submitted and be scored above 50% in order to receive a passing grade for the course. This will

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		corners and accept a lower grade in the class. **Classification:** Criterion Not Met **Action:** 3 - Action Completed	prevent someone from doing great on most assignments, skip the paper, and settle for a grade of C." For future semesters I will increase the requirement from 50% to 60% in the course syllabus to be consistent with the agreed upon cut-off. This paper would not have been acceptable, per the syllabus, under the new raised standard and would require the student to do further work.
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Good corporate citizen - Formulate effective strategies to be a good corporate citizen **Start Date:** 08/17/2009 **Outcome Status:** Active	**Assessment Method:** Sustainability Managers job description (del 16 SW) **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.) **Criterion for Success:** The target is an average grade exceeding 85% and minimum grade above 60%.	07/05/2010 - S '10 Taught by adjunct faculty N = 15 students average = 100%, min = 100%, max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
		03/22/2010 - W'10 N = 20 students Avg = 90%, min = 70%, max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Ethical behavior - Develop the concept of ethical conduct and behavior in business with all stakeholders and the need for leaders to model this behavior **Start Date:** 08/17/2009 **Outcome Status:** Active	**Assessment Method:** Report on how to build a reputation for ethical behavior (p: 36 SSK) **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)	03/22/2010 - Min = 74%, Avg = 92%, Med = 94%, Max = 100% **Classification:** Criterion Met **Action:** 1 - No Action Required	
	Assessment Method: Review two ?ethicist? podcasts **Assessment Method Category:** Written Product (essay, research paper,	03/22/2010 - Min = 42%, Avg = 86%, Med = 89%, Max = 100% **Classification:** Criterion Not Met	04/02/2010 - For several assignments, this one included, the directions are intentionally

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	journal, newsletter, etc.)	**Action:** 2 - Pending Action	unstructured to allow the graduate student the freedom and responsibility of developing a response of their own. Guidelines were added to the instructions to provide more direction.
Z - MMBA Courses - MMBA 625 - Organizational Leadership - Involvement in key communities - Integrate successful strategies for company involvement in key communities. **Start Date:** 08/17/2009 **Outcome Status:** No Longer an Outcome	**Assessment Method:** Discuss leadership system in context of sustainability (del 15 SW) **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)		
	Assessment Method: Triple bottom line stockholders report (del 17 SW). **Assessment Method Category:** Written Product (essay, research paper, journal, newsletter, etc.)		