Performance Indicator	Definition
1. Student Learning Results	A student learning outcome is one that measures a specific competency attainment. *Examples of a direct assessment (evidence) of student learning attainment that might be used include: capstone performance, third-party examination, faculty-designed examination, professional performance, licensure examination).* Add these to the description of the measurement instrument in column two: Direct - Assessing student performance by examining samples of student work Indirect - Assessing indicators other than student work such as getting feedback from the student or other persons who may provide relevant information. Formative – An assessment conducted during the student's education. Summative – An assessment conducted at the end of the student's education. Internal – An assessment instrument that was developed within the business unit. External – An assessment instrument that was developed outside the business unit. Comparative – Compare results between classes, between online and on ground classes, Between professors, between programs, between campuses, or compare to external results such as results from the U.S. Department of Education Research and Statistics, or results from a vendor providing comparable data.

Analysis of Results					
Performance Measure Measurable goal What is your goal?	What is your measurement instrument or process? Do not use grades. (Indicate type of instrument) direct, formative, internal, comparative	Current Results What are your current results?	Analysis of Results What did you learn from the results?	Action Taken or Improvement made What did you improve or what is your next step?	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)

Assessment based on the learning outcomes DBA students will score an average of 3.0 or higher on a 4 point scale.	Assessment based on learning outcomes. Direct, Formative, Internal.	Apply and evaluate effective management theories and literature = 3.61 Evaluate and synthesize strategic management theories and literature = 3.52 Formulate and evaluate ethical business decisions using theory and literature = 3.53 Maximize the opportunities and challenges in the global business environment through theory and literature = 3.29 Contribute to the body of knowledge as part of the research community for application = 3.42 Be prepared for careers as researchers, teachers or for senior positions in business or government = 3.34 Communication skills in writing = 3.41	1. All learning outcomes exceeded the benchmarks. 2. Compare to the previous years, the results shows improvement in most learning outcomes, except for Global Business & preparing students for careers as researchers to "contribute to the body of knowledge"	1. To improve students' capability to contribute to the body of knowledge, the DBA faculty will put more of an emphasis on knowledge of literature in their course activities and involve DBA students in research projects. The students will be able to enhance those skills in DBR812.	 Assessment Based on Learning Outcomes
Comprehensive subject matter examination 80% or more of DBA students pass the Comprehensive exam	Comprehensive subject matter examination Direct, Summative, Internal.	The current passing rate of for DBA students is 95%.	1. The results of the last three years exceeded the benchmark and shows improvement. 2. Compared to previous years' data, the pass rate declined slightly in 2021, however is still significantly over the benchmark.	While the benchmark was exceeded, the DBA faculty will put a stronger emphasis on writing and literature reviews in DBA720 to better prepare students for the Comprehensive exam.	 Comprehensive examination

Dissertation proposal DBA students will score an average of 3.0 or higher on a 4 point scale.	Dissertation proposal Direct, Summative, internal.	Apply and evaluate effective management theories and literature = 3.3 Evaluate and synthesize strategic management theories and literature = 3.4 Formulate and evaluate ethical business decisions using theory and literature = 3.5 Maximize the opportunities and challenges in the global business environment through theory and literature = 3.4 Contribute to the body of knowledge as part of the research community for application = 3.5 Be prepared for careers as researchers, teachers or for senior positions in business or government = 3.5 Communication skills in writing = 3.5	1. All learning outcomes exceeded the benchmarks. 2.Comparing to the previous year, the 2021 scores declined from the year before.	The committee members will work more closely with the students to assist them with their proposal to ensure dissertation quality.	
Dissertation DBA students will score an average of 3.0 or higher on a 4 point scale.	Dissertation Direct, Summative, internal.	Apply and evaluate effective management theories and literature = 3.3 Evaluate and synthesize strategic management theories and literature = 3.5 Formulate and evaluate ethical business decisions using theory and literature = 3.5 Maximize the opportunities and challenges in the global business environment through theory and literature.= 3.5 Contribute to the body of knowledge as part of the research community for application = 3.6 Be prepared for careers as researchers, teachers or for senior positions in business or government = 3.5 Communication skills in writing = 3.6	1. All learning outcomes exceeded the benchmarks. 2.The lowest category was in applying and evaluating management theories and literature.	While all benchmarks were met, the department will increase the use of current literature in the courses to enhance student's ability to apply management theories.	

Graduate Exit assessment. DBA Graduates will score an average of 3.0 or higher on a 4 point scale.	Graduate Exit Assessment. Indirect, Summative, Internal.	Apply and evaluate effective management theories and literature = 3.83 Evaluate and synthesize strategic management theories and literature = 3.85 Formulate and evaluate ethical business decisions using theory and literature = 3.91 Maximize the opportunities and challenges in the global business environment through theory and literature.= 3.81 Contribute to the body of knowledge as part of the research community for application = 3.91 Be prepared for careers as researchers, teachers or for senior positions in business or government = 3.91 Communication skills in writing = 3.85	1. All learning outcomes exceeded the benchmarks. 2.Comparing to the previous year, there was improvement in all categories.	While all benchmarks are met, the faculty will place more emphasize and learning opportunities for students to enhance their knowledge related to the challenges in today's global environment.	
Program Employer assessment. Employers rate DBA Graduates an average of 3.0 or higher on a 4 point scale demonstrating mastery of program objectives.	Program Employer Assessment. Indirect, Summative, External.	Apply and evaluate effective management theories and literature = 4 Evaluate and synthesize strategic management theories and literature = 4 Formulate and evaluate ethical business decisions using theory and literature = 4 Maximize the opportunities and challenges in the global business environment through theory and literature.= 4 Contribute to the body of knowledge as part of the research community for application = 4 Be prepared for careers as researchers, teachers or for senior positions in business or government = 4 Communication skills in writing = 4	1. All learning outcomes exceeded the benchmarks. 2.Comparing to the previous year, the results were very similar.	While all benchmarks were met the sample size is small. The department will look at ways to increase the sample size.	

| Graduate Placement Rates.

85% or higher of the graduates placed "in field" or "in related field." | Graduate Placement Rates.

Indirect, Summative, External. | The current placement rate is 100% | 1. All learning outcomes exceeded the benchmarks.
2. The DBA program has exceeded the benchmark and has maintained a 100% placement rate for the years shown. | The program has continued to maintain a 100% placement rate. | |