

Standard #4 Measurement and Analysis of Student Learning and Performance

Use this table to supply data for Criterion 4.2. (Figure 4.2 in self-study)

Performance Indicator	Definition
1. Student Learning Results	<p>A student learning outcome is one that measures a specific competency attainment. <i>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.</i> Add these to the description of the measurement instrument in column two:</p> <p>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.</p>

Analysis of Results

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

<p>Assessment based on the learning outcomes</p> <p>DBA students will score an average of 3.0 or higher on a 4 point scale.</p>	<p>Assessment based on learning outcomes.</p> <p>Direct, Formative, Internal.</p>	<p>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</p>	<p>1. All learning outcomes exceeded the benchmarks.</p> <p>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"</p>	<p>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.</p>	<p>Assessment Based on Learning Outcomes</p> <table border="1"> <caption>Assessment Based on Learning Outcomes</caption> <thead> <tr> <th>Learning Outcome</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td>Management theories...</td> <td>3.2</td> <td>3.5</td> <td>3.6</td> <td>3.0</td> </tr> <tr> <td>Strategic management...</td> <td>3.2</td> <td>3.4</td> <td>3.5</td> <td>3.0</td> </tr> <tr> <td>Ethical business...</td> <td>3.2</td> <td>3.3</td> <td>3.5</td> <td>3.0</td> </tr> <tr> <td>Global business...</td> <td>3.1</td> <td>3.2</td> <td>3.3</td> <td>3.0</td> </tr> <tr> <td>Research application in...</td> <td>3.2</td> <td>3.3</td> <td>3.4</td> <td>3.0</td> </tr> <tr> <td>Be prepared for...</td> <td>3.1</td> <td>3.2</td> <td>3.3</td> <td>3.0</td> </tr> <tr> <td>Communication skills...</td> <td>3.1</td> <td>3.2</td> <td>3.3</td> <td>3.0</td> </tr> </tbody> </table>	Learning Outcome	2019	2020	2021	Benchmark	Management theories...	3.2	3.5	3.6	3.0	Strategic management...	3.2	3.4	3.5	3.0	Ethical business...	3.2	3.3	3.5	3.0	Global business...	3.1	3.2	3.3	3.0	Research application in...	3.2	3.3	3.4	3.0	Be prepared for...	3.1	3.2	3.3	3.0	Communication skills...	3.1	3.2	3.3	3.0
Learning Outcome	2019	2020	2021	Benchmark																																									
Management theories...	3.2	3.5	3.6	3.0																																									
Strategic management...	3.2	3.4	3.5	3.0																																									
Ethical business...	3.2	3.3	3.5	3.0																																									
Global business...	3.1	3.2	3.3	3.0																																									
Research application in...	3.2	3.3	3.4	3.0																																									
Be prepared for...	3.1	3.2	3.3	3.0																																									
Communication skills...	3.1	3.2	3.3	3.0																																									
<p>Comprehensive subject matter examination</p> <p>80% or more of DBA students pass the Comprehensive exam</p>	<p>Comprehensive subject matter examination</p> <p>Direct, Summative, Internal.</p>	<p>The current passing rate of for DBA students is 95%.</p>	<p>1. The results of the last three years exceeded the benchmark and shows improvement.</p> <p>2. Compared to previous years' data, the pass rate declined slightly in 2021, however is still significantly over the benchmark.</p>	<p>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.</p>	<p>Comprehensive examination</p> <table border="1"> <caption>Comprehensive examination</caption> <thead> <tr> <th>Year</th> <th>Pass Rate</th> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>98%</td> <td>80%</td> </tr> <tr> <td>2020</td> <td>98%</td> <td>80%</td> </tr> <tr> <td>2021</td> <td>95%</td> <td>80%</td> </tr> </tbody> </table>	Year	Pass Rate	Benchmark	2019	98%	80%	2020	98%	80%	2021	95%	80%																												
Year	Pass Rate	Benchmark																																											
2019	98%	80%																																											
2020	98%	80%																																											
2021	95%	80%																																											

<p>Dissertation proposal</p> <p>DBA students will score an average of 3.0 or higher on a 4 point scale.</p>	<p>Dissertation proposal</p> <p>Direct, Summative, internal.</p>	<p>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</p>	<p>1. All learning outcomes exceeded the benchmarks. 2. Comparing to the previous year, the 2021 scores declined from the year before.</p>	<p>The committee members will work more closely with the students to assist them with their proposal to ensure dissertation quality.</p>	<p style="text-align: center;">Dissertation Proposal</p> <table border="1"> <caption>Dissertation Proposal Data</caption> <thead> <tr> <th>Category</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Management theories...</td> <td>3.4</td> <td>3.2</td> <td>3.3</td> </tr> <tr> <td>Strategic management...</td> <td>3.5</td> <td>3.6</td> <td>3.4</td> </tr> <tr> <td>Ethical business...</td> <td>3.4</td> <td>3.6</td> <td>3.5</td> </tr> <tr> <td>Global business...</td> <td>3.3</td> <td>3.6</td> <td>3.4</td> </tr> <tr> <td>Research application in...</td> <td>3.3</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Be prepared for...</td> <td>3.3</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Communication skills...</td> <td>3.4</td> <td>3.6</td> <td>3.5</td> </tr> </tbody> </table>	Category	2019	2020	2021	Management theories...	3.4	3.2	3.3	Strategic management...	3.5	3.6	3.4	Ethical business...	3.4	3.6	3.5	Global business...	3.3	3.6	3.4	Research application in...	3.3	3.5	3.5	Be prepared for...	3.3	3.5	3.5	Communication skills...	3.4	3.6	3.5
Category	2019	2020	2021																																		
Management theories...	3.4	3.2	3.3																																		
Strategic management...	3.5	3.6	3.4																																		
Ethical business...	3.4	3.6	3.5																																		
Global business...	3.3	3.6	3.4																																		
Research application in...	3.3	3.5	3.5																																		
Be prepared for...	3.3	3.5	3.5																																		
Communication skills...	3.4	3.6	3.5																																		
<p>Dissertation</p> <p>DBA students will score an average of 3.0 or higher on a 4 point scale.</p>	<p>Dissertation</p> <p>Direct, Summative, internal.</p>	<p>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</p>	<p>1. All learning outcomes exceeded the benchmarks. 2. The lowest category was in applying and evaluating management theories and literature.</p>	<p>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.</p>	<p style="text-align: center;">Dissertation</p> <table border="1"> <caption>Dissertation Data</caption> <thead> <tr> <th>Category</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Management theories...</td> <td>3.6</td> <td>3.5</td> <td>3.4</td> </tr> <tr> <td>Strategic management...</td> <td>3.6</td> <td>3.5</td> <td>3.4</td> </tr> <tr> <td>Ethical business...</td> <td>3.5</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Global business...</td> <td>3.5</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Research application in...</td> <td>3.5</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Be prepared for...</td> <td>3.6</td> <td>3.5</td> <td>3.5</td> </tr> <tr> <td>Communication skills...</td> <td>3.5</td> <td>3.5</td> <td>3.5</td> </tr> </tbody> </table>	Category	2019	2020	2021	Management theories...	3.6	3.5	3.4	Strategic management...	3.6	3.5	3.4	Ethical business...	3.5	3.5	3.5	Global business...	3.5	3.5	3.5	Research application in...	3.5	3.5	3.5	Be prepared for...	3.6	3.5	3.5	Communication skills...	3.5	3.5	3.5
Category	2019	2020	2021																																		
Management theories...	3.6	3.5	3.4																																		
Strategic management...	3.6	3.5	3.4																																		
Ethical business...	3.5	3.5	3.5																																		
Global business...	3.5	3.5	3.5																																		
Research application in...	3.5	3.5	3.5																																		
Be prepared for...	3.6	3.5	3.5																																		
Communication skills...	3.5	3.5	3.5																																		

<p>Graduate Exit assessment.</p> <p>DBA Graduates will score an average of 3.0 or higher on a 4 point scale.</p>	<p>Graduate Exit Assessment.</p> <p>Indirect, Summative, Internal.</p>	<p>Apply and evaluate effective management theories and literature = 3.83</p> <p>Evaluate and synthesize strategic management theories and literature = 3.85</p> <p>Formulate and evaluate ethical business decisions using theory and literature = 3.91</p> <p>Maximize the opportunities and challenges in the global business environment through theory and literature.= 3.81</p> <p>Contribute to the body of knowledge as part of the research community for application = 3.91</p> <p>Be prepared for careers as researchers, teachers or for senior positions in business or government = 3.91</p> <p>Communication skills in writing = 3.85</p>	<p>1. All learning outcomes exceeded the benchmarks.</p> <p>2. Comparing to the previous year, there was improvement in all categories.</p>	<p>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.</p>	<p>Graduate Exit Assessment</p> <table border="1"> <thead> <tr> <th>Category</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td>Management theories</td> <td>3.83</td> <td>3.83</td> <td>3.83</td> <td>3.0</td> </tr> <tr> <td>Strategic management</td> <td>3.85</td> <td>3.85</td> <td>3.85</td> <td>3.0</td> </tr> <tr> <td>Ethical business</td> <td>3.91</td> <td>3.91</td> <td>3.91</td> <td>3.0</td> </tr> <tr> <td>Global business</td> <td>3.81</td> <td>3.81</td> <td>3.81</td> <td>3.0</td> </tr> <tr> <td>Research application in</td> <td>3.91</td> <td>3.91</td> <td>3.91</td> <td>3.0</td> </tr> <tr> <td>Be prepared for</td> <td>3.91</td> <td>3.91</td> <td>3.91</td> <td>3.0</td> </tr> <tr> <td>Communication skills</td> <td>3.85</td> <td>3.85</td> <td>3.85</td> <td>3.0</td> </tr> </tbody> </table>	Category	2019	2020	2021	Benchmark	Management theories	3.83	3.83	3.83	3.0	Strategic management	3.85	3.85	3.85	3.0	Ethical business	3.91	3.91	3.91	3.0	Global business	3.81	3.81	3.81	3.0	Research application in	3.91	3.91	3.91	3.0	Be prepared for	3.91	3.91	3.91	3.0	Communication skills	3.85	3.85	3.85	3.0
Category	2019	2020	2021	Benchmark																																									
Management theories	3.83	3.83	3.83	3.0																																									
Strategic management	3.85	3.85	3.85	3.0																																									
Ethical business	3.91	3.91	3.91	3.0																																									
Global business	3.81	3.81	3.81	3.0																																									
Research application in	3.91	3.91	3.91	3.0																																									
Be prepared for	3.91	3.91	3.91	3.0																																									
Communication skills	3.85	3.85	3.85	3.0																																									
<p>Program Employer assessment.</p> <p>Employers rate DBA Graduates an average of 3.0 or higher on a 4 point scale demonstrating mastery of program objectives.</p>	<p>Program Employer Assessment.</p> <p>Indirect, Summative, External.</p>	<p>Apply and evaluate effective management theories and literature = 4</p> <p>Evaluate and synthesize strategic management theories and literature = 4</p> <p>Formulate and evaluate ethical business decisions using theory and literature = 4</p> <p>Maximize the opportunities and challenges in the global business environment through theory and literature.= 4</p> <p>Contribute to the body of knowledge as part of the research community for application = 4</p> <p>Be prepared for careers as researchers, teachers or for senior positions in business or government = 4</p> <p>Communication skills in writing = 4</p>	<p>1. All learning outcomes exceeded the benchmarks.</p> <p>2. Comparing to the previous year, the results were very similar.</p>	<p>While all benchmarks were met the sample size is small. The department will look at ways to increase the sample size.</p>	<p>Employer Assessment</p> <table border="1"> <thead> <tr> <th>Category</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td>Management theories</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Strategic management</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Ethical business</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Global business</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Research application in</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Be prepared for</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> <tr> <td>Communication skills</td> <td>4</td> <td>4</td> <td>4</td> <td>3.0</td> </tr> </tbody> </table>	Category	2019	2020	2021	Benchmark	Management theories	4	4	4	3.0	Strategic management	4	4	4	3.0	Ethical business	4	4	4	3.0	Global business	4	4	4	3.0	Research application in	4	4	4	3.0	Be prepared for	4	4	4	3.0	Communication skills	4	4	4	3.0
Category	2019	2020	2021	Benchmark																																									
Management theories	4	4	4	3.0																																									
Strategic management	4	4	4	3.0																																									
Ethical business	4	4	4	3.0																																									
Global business	4	4	4	3.0																																									
Research application in	4	4	4	3.0																																									
Be prepared for	4	4	4	3.0																																									
Communication skills	4	4	4	3.0																																									

<p>Graduate Placement Rates.</p> <p>85% or higher of the graduates placed "in field" or "in related field."</p>	<p>Graduate Placement Rates.</p> <p>Indirect, Summative, External.</p>	<p>The current placement rate is 100%</p>	<p>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.</p>	<p>The program has continued to maintain a 100% placement rate.</p>	<p>The chart displays the placement rates for the DBA program from 2019 to 2021. The y-axis represents the percentage of graduates placed, ranging from 50% to 100% in 10% increments. The x-axis lists the years 2019, 2020, and 2021. Blue bars represent the actual placement rates, which are consistently at 100% for all three years. An orange horizontal line indicates the benchmark, set at approximately 85%. A legend at the bottom identifies the blue bars as 'Placement' and the orange line as 'Benchmark'.</p> <table border="1"> <caption>DBA Placement Data</caption> <thead> <tr> <th>Year</th> <th>Placement Rate (%)</th> <th>Benchmark (%)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>100</td> <td>85</td> </tr> <tr> <td>2020</td> <td>100</td> <td>85</td> </tr> <tr> <td>2021</td> <td>100</td> <td>85</td> </tr> </tbody> </table>	Year	Placement Rate (%)	Benchmark (%)	2019	100	85	2020	100	85	2021	100	85
Year	Placement Rate (%)	Benchmark (%)															
2019	100	85															
2020	100	85															
2021	100	85															