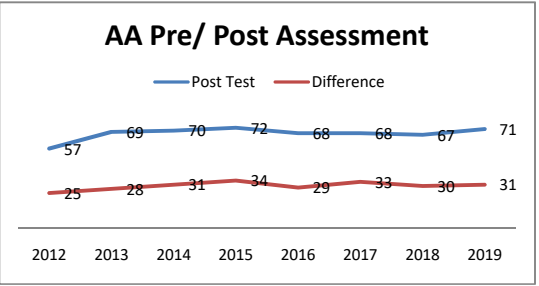
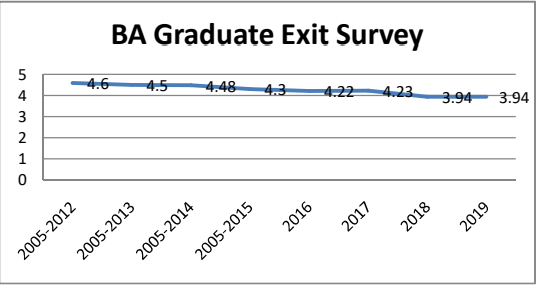
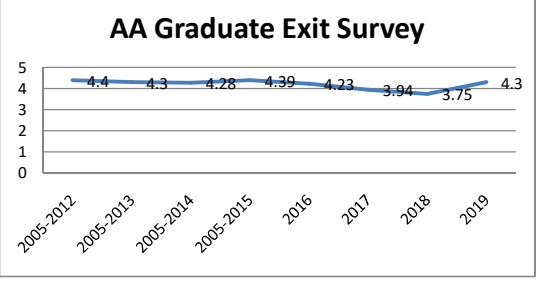


Figure 4.2 - Standard #4 Measurement and Analysis of Student Learning and Performance

Use this table to supply data for Criterion 4.2.

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																															
Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.2		Identified in Criterion 4.4	Identified in Criterion 4.2																												
	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																																
Pre/Post test scores with a benchmark of 75 or a difference of 30 points between pre and post test scores (based on all accounting courses taught)	Formative, Internal data derived from Pre and post assessment	The current average post test score is 72 with a 39 point difference between pre and post test	The benchmark has been met and it appears the data is fairly consistent over the 8 years shown	Benchmark is met	<p style="text-align: center;">BA Pre/ Post Assessment</p> <table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th>Year</th> <th>Post Test</th> <th>Difference</th> </tr> </thead> <tbody> <tr><td>2012</td><td>71</td><td>37</td></tr> <tr><td>2013</td><td>71</td><td>38</td></tr> <tr><td>2014</td><td>66</td><td>32</td></tr> <tr><td>2015</td><td>71</td><td>38</td></tr> <tr><td>2016</td><td>68</td><td>32</td></tr> <tr><td>2017</td><td>67</td><td>31</td></tr> <tr><td>2018</td><td>72</td><td>39</td></tr> <tr><td>2019</td><td>72</td><td>39</td></tr> </tbody> </table>		Year	Post Test	Difference	2012	71	37	2013	71	38	2014	66	32	2015	71	38	2016	68	32	2017	67	31	2018	72	39	2019	72	39
Year	Post Test	Difference																															
2012	71	37																															
2013	71	38																															
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2018	72	39																															
2019	72	39																															
Pre/Post test scores with a benchmark of 75 or a difference of 30 points between pre and post test scores (based on all accounting courses taught in the program in Spanish)	Formative, Internal data derived from Pre and post assessment-program was started in 2015	The current average post test score is 80 with a 35 point difference between pre and post test	The benchmark has been met and an upward trend is being shown based on the data displayed for the last 5 years since the program has existed	Benchmark is met	<p style="text-align: center;">BA Latin Pre/ Post Assessment</p> <table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th>Year</th> <th>Post Test</th> <th>Difference</th> </tr> </thead> <tbody> <tr><td>2015</td><td>59</td><td>21</td></tr> <tr><td>2016</td><td>62</td><td>16</td></tr> <tr><td>2017</td><td>67</td><td>24</td></tr> <tr><td>2018</td><td>71</td><td>26</td></tr> <tr><td>2019</td><td>80</td><td>35</td></tr> </tbody> </table>		Year	Post Test	Difference	2015	59	21	2016	62	16	2017	67	24	2018	71	26	2019	80	35									
Year	Post Test	Difference																															
2015	59	21																															
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2019	80	35																															

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What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																															
Pre/Post test scores with a benchmark of 75 or a difference of 30 points between pre and post test scores (based on all accounting courses taught at lower level)	Formative, Internal data derived from Pre and post assessment	The current average post test score is 71 with a 31 point difference between pre and post test	The benchmark has been met and an upward trend is being shown over the last few years	Benchmark is met	<p style="text-align: center;">AA Pre/ Post Assessment</p>  <table border="1"> <caption>AA Pre/ Post Assessment Data</caption> <thead> <tr> <th>Year</th> <th>Post Test</th> <th>Difference</th> </tr> </thead> <tbody> <tr><td>2012</td><td>57</td><td>25</td></tr> <tr><td>2013</td><td>69</td><td>28</td></tr> <tr><td>2014</td><td>70</td><td>31</td></tr> <tr><td>2015</td><td>72</td><td>34</td></tr> <tr><td>2016</td><td>68</td><td>29</td></tr> <tr><td>2017</td><td>68</td><td>33</td></tr> <tr><td>2018</td><td>67</td><td>30</td></tr> <tr><td>2019</td><td>71</td><td>31</td></tr> </tbody> </table>	Year	Post Test	Difference	2012	57	25	2013	69	28	2014	70	31	2015	72	34	2016	68	29	2017	68	33	2018	67	30	2019	71	31
Year	Post Test	Difference																														
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2018	67	30																														
2019	71	31																														
Graduate Exit survey with a benchmark of 4 or above out of 5	Summative, External data derived from Graduate Exit Survey for both English and Latin BA programs	The current results are 3.94	This year's results show the same as last year	The benchmark has not been met. Upon further review, the lowest categories was communication skills. The faculty plan to incorporate more opportunities to improve communication skills into the classes.	<p style="text-align: center;">BA Graduate Exit Survey</p>  <table border="1"> <caption>BA Graduate Exit Survey Data</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr><td>2005-2012</td><td>4.6</td></tr> <tr><td>2005-2013</td><td>4.5</td></tr> <tr><td>2005-2014</td><td>4.48</td></tr> <tr><td>2005-2015</td><td>4.3</td></tr> <tr><td>2016</td><td>4.22</td></tr> <tr><td>2017</td><td>4.23</td></tr> <tr><td>2018</td><td>3.94</td></tr> <tr><td>2019</td><td>3.94</td></tr> </tbody> </table>	Year	Score	2005-2012	4.6	2005-2013	4.5	2005-2014	4.48	2005-2015	4.3	2016	4.22	2017	4.23	2018	3.94	2019	3.94									
Year	Score																															
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2019	3.94																															
Graduate Exit survey with a benchmark of 4 or above out of 5	Summative, External data derived from Graduate Exit Survey	The current results are 4.3	This year's results show an upward trend over last year for overall rating	Benchmark is met	<p style="text-align: center;">AA Graduate Exit Survey</p>  <table border="1"> <caption>AA Graduate Exit Survey Data</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr><td>2005-2012</td><td>4.4</td></tr> <tr><td>2005-2013</td><td>4.3</td></tr> <tr><td>2005-2014</td><td>4.28</td></tr> <tr><td>2005-2015</td><td>4.39</td></tr> <tr><td>2016</td><td>4.23</td></tr> <tr><td>2017</td><td>3.94</td></tr> <tr><td>2018</td><td>3.75</td></tr> <tr><td>2019</td><td>4.3</td></tr> </tbody> </table>	Year	Score	2005-2012	4.4	2005-2013	4.3	2005-2014	4.28	2005-2015	4.39	2016	4.23	2017	3.94	2018	3.75	2019	4.3									
Year	Score																															
2005-2012	4.4																															
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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																						
Employer Satisfaction survey with a benchmark of 4 or above out of 5	Summative, External data derived from Employer Satisfaction Survey for both English and Latin BA programs	The current results are 5	This year's results show an upward trend over the last couple of years for overall rating	Benchmark is met	<p>BA Employer Satisfaction Survey</p> <table border="1"> <caption>BA Employer Satisfaction Survey Data</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr><td>2005-2012</td><td>4.4</td></tr> <tr><td>2005-2013</td><td>4.3</td></tr> <tr><td>2005-2014</td><td>4</td></tr> <tr><td>2005-2015</td><td>4.58</td></tr> <tr><td>2016</td><td>4.6</td></tr> <tr><td>2017</td><td>4.8</td></tr> <tr><td>2018</td><td>4.86</td></tr> <tr><td>2019</td><td>5</td></tr> </tbody> </table>	Year	Score	2005-2012	4.4	2005-2013	4.3	2005-2014	4	2005-2015	4.58	2016	4.6	2017	4.8	2018	4.86	2019	5
Year	Score																						
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Employer Satisfaction survey with a benchmark of 4 or above out of 5	Summative, External data derived from Employer Satisfaction Survey	The current results are 5	This year's results show an upward trend over last year for overall rating	Benchmark is met	<p>AA Employer Satisfaction Survey</p> <table border="1"> <caption>AA Employer Satisfaction Survey Data</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr><td>2005-2012</td><td>4.9</td></tr> <tr><td>2005-2013</td><td>4.7</td></tr> <tr><td>2005-2014</td><td>4.63</td></tr> <tr><td>2005-2015</td><td>4.82</td></tr> <tr><td>2016</td><td>4.5</td></tr> <tr><td>2017</td><td>5</td></tr> <tr><td>2018</td><td>4.67</td></tr> <tr><td>2019</td><td>5</td></tr> </tbody> </table>	Year	Score	2005-2012	4.9	2005-2013	4.7	2005-2014	4.63	2005-2015	4.82	2016	4.5	2017	5	2018	4.67	2019	5
Year	Score																						
2005-2012	4.9																						
2005-2013	4.7																						
2005-2014	4.63																						
2005-2015	4.82																						
2016	4.5																						
2017	5																						
2018	4.67																						
2019	5																						
Placement Rate with a benchmark of 90%	Summative, External data derived from Job placement rates collected on an annual basis	The current results are 83.7	This year's results are continuing to show a downward trend.	The benchmark has not been met. One way to try and improve this is to try and improve student's communication skills so they will do better on interviews. Another idea is to encourage students to use career services provided by KU in the form of handouts promoting the services. Finally, to encourage students to participate more in professional organizations as a way to network with employers.	<p>BA Job Placement Rates</p> <table border="1"> <caption>BA Job Placement Rates Data</caption> <thead> <tr> <th>Year</th> <th>Rate (%)</th> </tr> </thead> <tbody> <tr><td>2012</td><td>100</td></tr> <tr><td>2013</td><td>95.7</td></tr> <tr><td>2014</td><td>95.8</td></tr> <tr><td>2015</td><td>96</td></tr> <tr><td>2016</td><td>96.2</td></tr> <tr><td>2017</td><td>91.3</td></tr> <tr><td>2018</td><td>88.5</td></tr> <tr><td>2019</td><td>83.7</td></tr> </tbody> </table>	Year	Rate (%)	2012	100	2013	95.7	2014	95.8	2015	96	2016	96.2	2017	91.3	2018	88.5	2019	83.7
Year	Rate (%)																						
2012	100																						
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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																						
Placement Rate with a benchmark of 90%	Summative, External data derived from Job placement rates collected on an annual basis, program started in 2015	The current results are 100	This year's results are much higher than last year.	The benchmark has been met and shows an upward trend, however the graduate population is still small in this program which is accounting for the large swings in the data	<p>BA Latin Job Placement Rates</p> <table border="1"> <caption>BA Latin Job Placement Rates</caption> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>100</td> </tr> <tr> <td>2016</td> <td>100</td> </tr> <tr> <td>2017</td> <td>100</td> </tr> <tr> <td>2018</td> <td>66.7</td> </tr> <tr> <td>2019</td> <td>100</td> </tr> </tbody> </table>	Year	Rate	2015	100	2016	100	2017	100	2018	66.7	2019	100						
Year	Rate																						
2015	100																						
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Placement Rate with a benchmark of 90%	Summative, External data derived from Job placement rates collected on an annual basis	The current results are 87	This year's results are higher than last year by 5 points.	The benchmark has not been met yet the rate this year is above last year. One way to try and improve this is to try and improve student's communication skills so they will do better on interviews. Another idea is to encourage students to use career services provided by KU in the form of handouts promoting the services. Finally, to encourage students to participate more in professional organizations as a way to network with employers.	<p>AA Job Placement Rates</p> <table border="1"> <caption>AA Job Placement Rates</caption> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>90.9</td> </tr> <tr> <td>2013</td> <td>97.3</td> </tr> <tr> <td>2014</td> <td>100</td> </tr> <tr> <td>2015</td> <td>78.1</td> </tr> <tr> <td>2016</td> <td>95.3</td> </tr> <tr> <td>2017</td> <td>91.8</td> </tr> <tr> <td>2018</td> <td>82</td> </tr> <tr> <td>2019</td> <td>87</td> </tr> </tbody> </table>	Year	Rate	2012	90.9	2013	97.3	2014	100	2015	78.1	2016	95.3	2017	91.8	2018	82	2019	87
Year	Rate																						
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2016	95.3																						
2017	91.8																						
2018	82																						
2019	87																						
Peregrine Examination with a benchmark of 50	Summative, External data derived from Peregrine Exam started in 2016 both English and Latin BA programs, this exam is not in Spanish at this time	The current results are 60.11	The benchmark is met. This year's results are slightly under last year. However, the ACBSP average for 2019 is only 55.05	Benchmark is met	<p>BA Peregrine Exam</p> <table border="1"> <caption>BA Peregrine Exam</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>51.14</td> </tr> <tr> <td>2017</td> <td>53.64</td> </tr> <tr> <td>2018</td> <td>60.33</td> </tr> <tr> <td>2019</td> <td>60.11</td> </tr> </tbody> </table>	Year	Score	2016	51.14	2017	53.64	2018	60.33	2019	60.11								
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