

Academic Program Assessment Report

Assessment is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that an institution "identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results".

Academic Program

Management, MSM

Submission Year

2019-2020

Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.

Assessment Coordinator Name

TaQuesa McLeod

Enter Assessment Coordinator Email

amcleod@lander.edu

If more than one coordinator, please choose one for emails to be sent to.

Program Goal

Goal

Goal 1

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.

To comply with Program Productivity standards as defined by the South Carolina Commission on Higher Education

Pillar of Success Supported

- High-Demand, Market-Driven Programs
- Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students
- Robust Student Experience
- Graduates Who Are Gainfully Employed or Admitted to Graduate School
- Advancement Activities Leveraged to Further the University's Mission
- Engaged and Supportive Alumni
- Financially Stable and Operationally Efficient
- Facilities Positioned for Growth and Efficient Utilization
- Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Major Enrollment

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Using a five-year rolling average, the number of students enrolled in the major for Master's/First Professional is greater than or equal to 6.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Using a five-year rolling average, the number of students enrolled in the major for Master's/First Professional is less than 6.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Enrollment data extracted from Banner

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

Score (Met=3, Partially Met=2, Not Met=1)

This data is not available at this time. The first cohort began Spring 2020. The data will be available for the 2020-2021 academic year.

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The MSM program started in August of 2019 with one full semester recorded as of 12/9/19. To date the program has grown to 30 students and all current students have been retained and are successfully matriculating towards their degree completion within the program.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives.

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

Completions (Degrees Awarded)

Timeframe for this Outcome

2018-2019

Ex. Academic Year 2017-2018

Performance Target for "Met"

Using a five-year rolling average, the number of degrees awarded for Master's/First Professional is greater than or equal to 3.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Not Applicable

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Using a five-year rolling average, the number of degrees awarded for Master's/First Professional is less than 3.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Graduation data extracted from Banner

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Data is not available at this time. The first cohort began Spring 2020. The data will be available for the 2020-2021 academic year.

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

Comments/Narrative

The MSM program started in August of 2019 with one full semester recorded as of 12/9/19. To date the program has grown to 30 students and all current students have been retained and are successfully matriculating towards their degree completion within the program. The COB anticipates the first cohort to graduate Fall 2020, graduation data will be available and assessed for effectiveness.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives to include potential concentration areas.

Goal Summary

Goal Summary/Comments

The MSM program started in August of 2019 with one full semester recorded as of 12/9/19. To date, the program has grown to 30 students and all current students have been retained and are successfully matriculating towards their degree completion within the program. The COB anticipates the first cohort to graduate in Fall 2020

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

The COB faculty will review curriculum, instruction and continuous assessment of the MSM Program's course and program learning objectives to determine if opportunities to include potential concentration areas arise.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files

Please upload any rubrics or other documents used for this goal.

Goal 2

Program Goals are broad and overarching statements about the skills, knowledge, and dispositions students are expected to gain by the end of their course of study (big picture). They support the Institution's Mission/Goals.

Every Academic Program must include one goal on Program Productivity data for the South Carolina Commission on Higher Education. Information pertaining to this goal was sent by the Director of Institutional Effectiveness.

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- Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Our graduates will be able to describe, explain and analyze organization and system concepts.

Timeframe for this Outcome

Academic Year 2020-2021

Ex. Academic Year 2017-2018

Performance Target for "Met"

Assessment scores that denote a score of 80% or higher on assessment tools used within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Assessment scores that range between 70% and 79% will meet the criteria for partially met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Assessment scores less than 70% will meet the criteria for not met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MGMT 600, MGMT 675 management case in selected course(s).

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Not applicable. The data will be available for the 2020-2021 academic year.

Score (Met=3, Partially Met=2, Not Met=1)

If this is a new outcome and no data has been collected, you should explain when data will be

available for entry.

Comments/Narrative

The college recently developed and instituted a new degree program as the Masters of Science in Management (MSM) during the fall semester of 2019 to meet industry needs and demand. The COB faculty are in the process of developing assessment tools

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives.

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will be able to solve specific quality problems.

Timeframe for this Outcome

Academic Year 2020-2021

Ex. Academic Year 2017-2018

Performance Target for "Met"

Assessment scores that denote a score of 80% or higher on assessment tools used within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Assessment scores that range between 70% and 79% will meet the criteria for partially met within selected Masters of Science in Management courses

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Assessment scores less than 70% will meet the criteria for not met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MGMT 635 management case in selected course(s).

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Not applicable. The data will be available for the 2020-2021 academic year.

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

Comments/Narrative

The college recently developed and instituted a new degree program as the Masters of Science in Management (MSM) during the fall semester of 2019 to meet industry needs and demand. The COB faculty are in the process of developing assessment tools

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives.

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of

performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will be able to analyze organization strategic management and long-term success.

Timeframe for this Outcome

Academic Year 2020-2021

Ex. Academic Year 2017-2018

Performance Target for "Met"

Assessment scores that denote a score of 80% or higher on assessment tools used within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Assessment scores that range between 70% and 79% will meet the criteria for partially met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Assessment scores less than 70% will meet the criteria for not met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MGMT 635, MGMT 675 or MGMT 695 management case in selected course(s).

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Not applicable. The data will be available for the 2020-2021 academic year.

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

Comments/Narrative

The college recently developed and instituted a new degree program as the Masters of Science in Management (MSM) during the fall semester of 2019 to meet industry needs and demand. The COB faculty are in the process of developing assessment tools

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives.

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals.

Academic Programs are required to develop **Student Learning Outcomes**, which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences.

Academic Programs may also develop **Operational Outcomes**, which describe the level of performance of an operational aspect of a program or office (ex. graduation rates, retention, employment data).

Most goals have at least two outcomes measured.

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

Students will utilize innovative problem-solving and personal leadership skills to analyze management organizations.

Timeframe for this Outcome

Academic Year 2020-2021

Ex. Academic Year 2017-2018

Performance Target for "Met"

Assessment scores that denote a score of 80% or higher on assessment tools used within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Assessment scores that range between 70% and 79% will meet the criteria for partially met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Assessment scores less than 70% will meet the criteria for not met within selected Masters of Science in Management courses.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

MGMT 625 or MGMT 695 management case in selected course(s).

Frequency of Assessment

Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved (ex. Capstone assignment).

Data Collected for this Timeframe (Results)

Not applicable. The data will be available for the 2020-2021 academic year.

Score (Met=3, Partially Met=2, Not Met=1)

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The college recently developed and instituted a new degree program as the Masters of Science in Management (MSM) during the fall semester of 2019 to meet industry needs and demand. The COB faculty are in the process of developing assessment tools

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

As the MSM program continues to grow, additional academically qualified faculty with the appropriate terminal degrees and background will be needed to instruct and aid in the overall assessment of the program at the course level in order to assist the MSM Program Coordinator.

Include estimate of cost.

Explanation of How Resources Will Be Used

Additional faculty will be used to assist in the further instruction and continuous assessment of the MSM Program's course and program learning objectives.

Goal Summary

Goal Summary/Comments

The COB continues to offer curriculum and degree programs to meet student educational and professional demands. The college recently developed and instituted a new degree program as the Masters of Science in Management (MSM) during the fall semester of 2019 to meet industry needs and demand. At the end of each academic year, the COB faculty will review assessments, results and learning outcomes for appropriateness.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

This evaluation period will occur between the current academic year of 2019-2020. Assessment tools will include the use of rubrics as a direct measure of student learning on program-level case studies and projects.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Rubrics/Other Files

MSM Program Learning Goals 2019-2020.docx

MSM Assessment.pdf

Please upload any rubrics or other documents used for this goal.