



# Annual Assessment Report for Academic Programs

The University Assessment Team advocates for the enhancement of student learning through purposeful, meaningful, and feasible student-outcomes assessment practices. The Assessment Team seeks to collaborate with programs, departments, and units to ensure that effective assessment of student learning occurs across the University. To assist in meeting this goal, the Team requests that you complete this Annual Assessment Report form to document student learning in your program. A PDF version of this completed form will be posted to the Academic Affairs Assessment website. Please note that this Annual Assessment Report form should only be completed after you have an Assessment Plan for Academic Programs forms on file with the University Assessment Team. The plan is completed once and only updated when revisions have been made to components of the plan.

**1. Degree Level and Program Name:** Master of Business Administration

**2. College/School:** College of Business Administration

**3. Assessment Overview** - Briefly share how student learning outcomes assessment is conducted within your program/department (e.g. number of outcomes, examples of assignments used, and frequency of assessment).

For our MBA program, we have four learning goals and in specific we have 13 learning objectives, including Ethics, Social Responsibility, Shareholder Values, Problem Solving, Decision Making, Motivation, Teams, Continuity and Change, Innovation, Written Communication, Oral Communication, Global Business across Boundaries, Global Cultures and Values. We assess our MBA program in winter semester, once per academic year. We use direct measures from embedded assignments, for example, short essay questions, final exams, in-class discussions, presentations, case studies, web-based simulation games, and online team building games.

**4. Student Learning Outcomes** -Which student learning outcome(s) from the assessment plan filed with the University Assessment Team is/are being reported on in this report? Include the corresponding benchmark(s) for each outcome.

**Goal 1:** A graduate of the MBA program will be able to use an ethical and social responsibility perspective when making decisions.

- Objective 1: A graduate of the graduate business program can identify socially responsible relationships that organizations have with their stakeholders.
- Objective 2: A graduate of the graduate business program will show that she or he can know the language and tools for ethical analysis and be able to apply them.
- Objective 3: A graduate of the graduate business program can balance shareholder and other stakeholder values.

**Goal 2:** A graduate of the MBA program will think critically in problem-solving and decision making.

- Objective 1: A graduate of the graduate business program will show that she or he can apply the principles of business.
- Objective 2: A graduate of the graduate business program can identify and recommend best decision practices among appropriate options; delineate and select ethical options from stakeholder values.



**Goal 3:** A graduate of the MBA program will be prepared to lead in various organizational contexts.

- Objective 1: A graduate of the graduate business program can identify and apply a theory of motivation.
- Objective 2: A graduate of the graduate business program can affect team performance.
- Objective 3a: A graduate of the graduate business program can comprehend processes of continuity and change.
- Objective 3b: A graduate of the graduate business program can comprehend processes of creativity and innovation.
- Objective 4a: A graduate of the graduate business program can demonstrate that she or he can write effectively.
- Objective 4b: A graduate of the graduate business program can demonstrate that she or he can give a successful individual or team oral presentation.

**Goal 4:** Global Vantage Point – A graduate of the MBA will include a global perspective when making decisions.

- Objective 1: A graduate of the graduate business program can comprehend the challenges of doing business across geographic boundaries.
- Objective 2: A graduate of the graduate business program can comprehend culture plus appreciate and respect global culture and values.

All of the above learning objectives have 80% target rate.

**5. Institutional Outcomes** - For which institutional outcome(s) do the reported student learning outcome(s) align?

SLO Outcome Alignment	Institutional Outcome
Yes	I. Jesuit & Mercy Values
Yes	II. Diversity & Cultural Awareness
Yes	III. Critical Thinking & Problem Solving
Yes	IV. Communication
Yes	V. Professionalism
	VI. Lifelong Learning

**6. Assessment Period:** Select the academic year for which you are reporting results (i.e. when data were collected):

2022-2023



**7. Results, Planned Actions, and/or Actions Taken** -Briefly summarize the assessment results, how they relate to benchmark(s), and how you are using them to enhance student learning and improve program quality.

Goal 1: Ethical and Social Responsibility

- Objective 1: Social Responsibility 90.3%
- Objective 2: Ethics 90.3%
- Objective 3: Shareholder Value 89.3%

Goal 2: Think Critically

- Objective 1: Problem Solving 92.9%
- Objective 2: Decision Making 92.4%

Goal 3: Lead Organizations environment

- Objective 1: Motivation 91.0%
- Objective 2: Teams 100.0%
- Objective 3a: Change 95.7%
- Objective 3b: Innovation 94.8%
- Objective 4a: Written Communication 92.6%
- Objective 4b: Oral Communication 95.4%

Goal 4: Global Perspective

- Objective 1: Global Business 94.7%
- Objective 2: Culture & Values 96.8%

All of the above learning objectives meet our 80% target rate. Upon reviewing the results, the areas requiring immediate improvement are ethics, social responsibility and shareholder value, all of which received the lowest scores. To improve student learning, several measures have been proposed: 1) the incorporation of more case analyses to provide students with increased practice opportunities; 2) dedicating more class time to group discussions before students commence work on the cases; and 3) planning a corporate tour of one of Detroit's corporations to facilitate a discussion on a specific case or to engage with practitioners regarding the importance of ethics and social responsibility.

**Attachment(s):**

None