

Department of Business Administration – 2020-2021 Outcomes Assessment Annual Report

The following tables include:

- Six Global Business Outcomes
- 1 Major Specific Outcome per program
- General Education Outcomes

Each contain the relevant means of assessment, criterion for success, data, actions taken, and results of the actions taken.

Performance Indicator																					
GB1: Ethics – Business graduates will develop and demonstrate a personal philosophy that integrates Christian principles with ethical business conduct.		Objectives: 1. Students will demonstrate through application of both a personal philosophy and the ability to recognize/engage in ethical business conduct. (Case Study – Business Ethics; Case Study – Strategic Management; department surveys)																			
		Analysis of Results			Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)																
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)																	
75% of students will score 70% or higher on the rubric.	Business Ethics – Case Study Each student writes a five-page paper analysis of a case. Students are to use methodology to demonstrate the ability to recognize and analyze ethical issues presented in the case.	All met or exceeded the performance measure. Spring 2019 – 16 out of 19 (84%) Fall 2019 – 11 out of 16 (69%) Fall 2020 – 18 out of 20 (90%) Spring 2021	Performance is as intended. No further action taken.		<p align="center">Ethics Case Study - B.E.</p> <table border="1"> <caption>Ethics Case Study - B.E. Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Spring 2017</td> <td>89%</td> </tr> <tr> <td>Fall 2017</td> <td>77%</td> </tr> <tr> <td>Spring 2018</td> <td>77%</td> </tr> <tr> <td>Spring 2019</td> <td>84%</td> </tr> <tr> <td>Fall 2019</td> <td>69%</td> </tr> <tr> <td>Fall 2020</td> <td>90%</td> </tr> <tr> <td>Spring 2020</td> <td>90%</td> </tr> </tbody> </table>	Year	Percentage	Spring 2017	89%	Fall 2017	77%	Spring 2018	77%	Spring 2019	84%	Fall 2019	69%	Fall 2020	90%	Spring 2020	90%
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		- 9 out of 10 (90%)													
75% of students will score 70% or higher on the rubric.	Strategic Management – Case Study	<p>All met or exceeded the performance measure.</p> <p>Fall 2018 – 26/29 (89%)</p> <p>Fall 2019 – 29/30 (97%)</p> <p>Fall 2020 – 19/24 (79%)</p>	Performance is as intended. No further action taken.		<div data-bbox="1066 201 1751 630" data-label="Figure"> <h3 style="text-align: center;">Ethics Case Study - S.M.</h3> <table border="1"> <caption>Ethics Case Study - S.M. Performance Data</caption> <thead> <tr> <th>Semester</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>89%</td> </tr> <tr> <td>Fall 2018</td> <td>89%</td> </tr> <tr> <td>Fall 2019</td> <td>97%</td> </tr> <tr> <td>Fall 2020</td> <td>79%</td> </tr> </tbody> </table> </div>	Semester	Percentage	Fall 2017	89%	Fall 2018	89%	Fall 2019	97%	Fall 2020	79%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Level of agreement that the MNU business program has prepared them to demonstrate ethical business conduct.</p>	<p>2018 – Strongly Agree - 15, Agree - 4</p> <p>2019 – Strongly Agree - 16, Agree - 7</p> <p>2020 – Strongly Agree - 10, Agree – 6</p> <p>2021 – Strongly Agree - 14, Agree – 4, Somewhat Agree - 2</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1241 131 1923 581"> <h3 style="text-align: center;">Exit Survey - Ethics</h3> <h4 style="text-align: center;">Strongly Agree/Agree</h4> <table border="1"> <caption>Exit Survey - Ethics Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>92%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>90%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	100%	2019	92%	2020	100%	2021	90%
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<p>50% of students will be satisfied or very satisfied.</p>	<p>Business Department Alumni Survey – How satisfied are you with the emphasis on Christian ethics in MNU’s business program?</p>	<p>2018 - Very Satisfied – 4</p> <p>2019 - Very Satisfied – 4 Satisfied – 3</p> <p>2020 - Very Satisfied – 12 Satisfied – 1</p> <p>2021 - Very Satisfied – 1 Satisfied – 2</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1241 634 1923 1084"> <h3 style="text-align: center;">Alumni Survey: Ethics</h3> <h4 style="text-align: center;">Satisfied/Very Satisfied</h4> <table border="1"> <caption>Alumni Survey: Ethics Satisfied/Very Satisfied</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>88%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	100%	2019	88%	2020	100%	2021	100%
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Performance Indicator																			
GB2: Communication - Business graduates will be able to communicate effectively using appropriate methods and tools		Objectives: 1. Students will demonstrate effective written communication. <i>(Long, formal report in Business Communications; department surveys).</i> 2. Students will demonstrate effective oral presentation skills using technology. <i>(Oral presentation in Business Communications; department surveys).</i>																	
		Analysis of Results																	
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)														
75% of students will score 70% or higher on the rubric.	<p>Long, formal report – Business Communications</p> <p>Students prepare a long, formal business report using APA formatting. The paper must be 18-22 pages in length, and covers the same business topic used for the group business meeting and oral presentation.</p>	<p>All met or exceeded the performance measure.</p> <p>Fall 2017 – 14/16 (87.5%)</p> <p>Spring 2018 – 20/26 (76.9%)</p> <p>Spring 2019 – 25/27 (92.6%)</p> <p>Spring 2020 – 10/10 (100%)</p> <p>Fall 2020 – 19/20 (95%)</p> <p>Spring 2021 – 8/14 (57%)</p>	<p>Performance measure not met.</p> <p>Instructor plans to include additional instruction regarding plagiarism.</p> <p>Instructors plan to include notations on the syllabus detailing plagiarism infraction parameters.</p>		<div style="text-align: center;"> <h3>Long Formal Report</h3> <table border="1"> <caption>Long Formal Report Performance Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>88%</td> </tr> <tr> <td>Spring 2018</td> <td>77%</td> </tr> <tr> <td>Spring 2019</td> <td>93%</td> </tr> <tr> <td>Spring 2020</td> <td>100%</td> </tr> <tr> <td>Fall 2020</td> <td>95%</td> </tr> <tr> <td>Spring 2021</td> <td>57%</td> </tr> </tbody> </table> </div>	Year	Percentage	Fall 2017	88%	Spring 2018	77%	Spring 2019	93%	Spring 2020	100%	Fall 2020	95%	Spring 2021	57%
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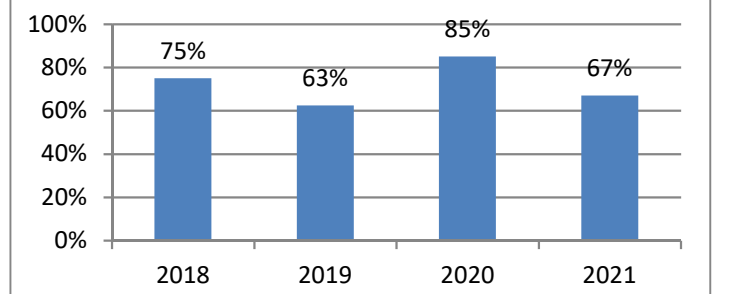
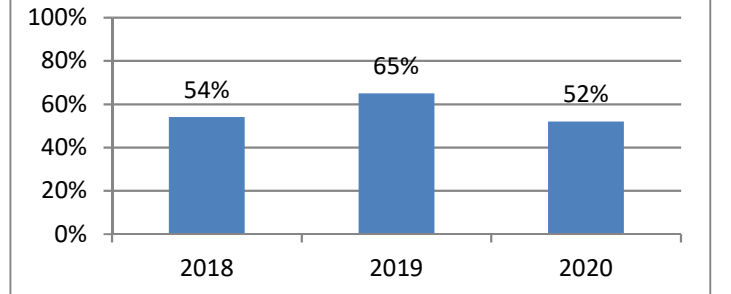
<p>75% of students will score 70% or higher on the rubric.</p>	<p>Oral presentation using technology – Business Communications</p> <p>At the group business meeting each student completes a formal business presentation for 10-12 minutes on his/her selected subject area. Each presentation must incorporate at least three slides using technology.</p>	<p>All met or exceeded the performance measure.</p> <p>Fall 2017 - 15/16 (93.8%)</p> <p>Spring 2018 – 23/26 (88.4%)</p> <p>Spring 2019 – 26/27 (96.3%)</p> <p>Spring 2020 – 10/10 (100%)</p> <p>Fall 2020 – 20/20 (100%)</p> <p>Spring 2021 – 14/14 (100%)</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Oral Presentation</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>94%</td> </tr> <tr> <td>Spring 2018</td> <td>88%</td> </tr> <tr> <td>Spring 2019</td> <td>96%</td> </tr> <tr> <td>Spring 2020</td> <td>100%</td> </tr> <tr> <td>Fall 2020</td> <td>100%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	Fall 2017	94%	Spring 2018	88%	Spring 2019	96%	Spring 2020	100%	Fall 2020	100%	Spring 2021	100%
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50% of students will rate excellent or above average.	Business Department Alumni Survey – Please rate the level of preparation you received from MNU’s business program in oral presentation skills.	<p>2018 – Excellent – 1, Above Average – 2, Below Average – 1</p> <p>2019 – Excellent – 3, Above Average – 3, Satisfactory – 2</p> <p>2020 – Excellent – 8, Above Average – 5</p> <p>2021 – Excellent – 2, Above Average – 0, Satisfactory – 1</p>	Performance is as intended. No further action taken.		<p>Alumni Survey: Oral Pres Excellent/Above Avg</p> <table border="1"> <caption>Alumni Survey: Oral Pres Excellent/Above Avg</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>75%</td> </tr> <tr> <td>2019</td> <td>75%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>67%</td> </tr> </tbody> </table>	Year	Percentage	2018	75%	2019	75%	2020	100%	2021	67%
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<p>50% of students will rate excellent or above average.</p>	<p>Business Department Alumni Survey – Please rate the level of preparation you received from MNU’s business program in written communication skills.</p>	<p>2018 – Excellent – 1, Above Average – 3</p> <p>2019 – Excellent – 3, Above Average – 4, Satisfactory – 1</p> <p>2020 – Excellent – 7, Above Average – 6</p> <p>2021 – Excellent – 0, Above Average – 2, Satisfactory - 1</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1312 115 1974 548"> <h3 style="text-align: center;">Alumni Survey: Written Excellent/Above Avg</h3> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>88%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>67%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	100%	2019	88%	2020	100%	2021	67%
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Performance Indicator															
GB3: Critical Thinking – Business graduates will be able to demonstrate critical thinking skills and competencies in business content areas.		Objectives:													
		Analysis of Results													
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75% of students will score 80% or higher on the rubric.	Business Statistics – Research Project The group project involves students choosing a topic, developing specific hypotheses, collecting data appropriately, developing descriptive statistics, producing confidence intervals, and conducting the proper hypothesis tests. Students prepare a written report and make a presentation to the class.	All met or exceeded the performance measure. Fall 2017 – 13/14 (92.9%) Spring 2019 – 44/52 (84.6%) Fall 2019 – 33/37 (89.2%) Spring 2021 – 7/9 (77.8%)	Performance is as intended. No further action taken.		<table border="1"> <caption>Stats Research Project</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>93%</td> </tr> <tr> <td>Spring 2019</td> <td>85%</td> </tr> <tr> <td>Fall 2019</td> <td>89%</td> </tr> <tr> <td>Spring 2021</td> <td>78%</td> </tr> </tbody> </table>	Year	Percentage	Fall 2017	93%	Spring 2019	85%	Fall 2019	89%	Spring 2021	78%
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75% of students will score 70% or higher on the	Case Study – Strategic Management	All met or exceeded the performance	Performance is as intended. No further action												

<p>rubric.</p>		<p>measure.</p> <p>Fall 2017 – 24/27 (89%)</p> <p>Fall 2018 – 27/29 (93%)</p> <p>Fall 2019 – 29/30 (97%)</p> <p>Fall 2020 – 19/24 (79%)</p>	<p>taken.</p>		<table border="1"> <caption>S.M. - Case Study</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>89%</td> </tr> <tr> <td>Fall 2018</td> <td>93%</td> </tr> <tr> <td>Fall 2019</td> <td>97%</td> </tr> <tr> <td>Fall 2020</td> <td>79%</td> </tr> </tbody> </table>	Year	Percentage	Fall 2017	89%	Fall 2018	93%	Fall 2019	97%	Fall 2020	79%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Level of agreement that the MNU business program has adequately prepared the student to demonstrate critical thinking skills.</p>	<p>2018 – Strongly Agree – 10, Agree – 7, Somewhat Agree – 2</p> <p>2019 – Strongly Agree – 9, Agree – 14</p> <p>2020 – Strongly Agree – 8, Agree – 7, Disagree – 1</p> <p>2021 – Strongly Agree – 8, Agree – 11, Somewhat Agree – 1</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Exit Survey - Crit. Thinking Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>90%</td> </tr> <tr> <td>2019</td> <td>92%</td> </tr> <tr> <td>2020</td> <td>94%</td> </tr> <tr> <td>2021</td> <td>95%</td> </tr> </tbody> </table>	Year	Percentage	2018	90%	2019	92%	2020	94%	2021	95%
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<p>50% of students will rate excellent or above average.</p>	<p>Business Department Alumni Survey – Please rate the level of preparation you received from MNU’s business program in problem solving and decision-making skills.</p>	<p>2018 – Excellent – 2, Above Avg – 1, Below Average – 1</p> <p>2019 – Excellent – 3, Above Average – 2, Satisfactory – 3</p> <p>2020 – Excellent – 6, Above Average – 7</p> <p>2021 – Excellent – 1, Above Average – 1, Satisfactory - 1</p>	<p>Performance is as intended. No further action taken.</p>		<p style="text-align: center;">Alumni Survey: Crit. Thkg Excellent/Above Avg</p>  <table border="1" data-bbox="1260 243 1986 535"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>75%</td> </tr> <tr> <td>2019</td> <td>63%</td> </tr> <tr> <td>2020</td> <td>85%</td> </tr> <tr> <td>2021</td> <td>67%</td> </tr> </tbody> </table>	Year	Percentage	2018	75%	2019	63%	2020	85%	2021	67%
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<p>50% of students will score at or above the 50th percentile.</p>	<p>Business Department – Peregrine Major Field Test</p>	<p>2018 – 20/37 (54%) students scored at or above the 50th percentile.</p> <p>2019 – 28/43 (65%) students scored at or above the 50th percentile.</p> <p>2020 – 23/44 (52%) students scored at or above the 50th percentile.</p>	<p>Performance is as intended. No further action taken.</p>		<p style="text-align: center;">Peregrine: % above the 50th percentile</p>  <table border="1" data-bbox="1260 990 1986 1282"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>54%</td> </tr> <tr> <td>2019</td> <td>65%</td> </tr> <tr> <td>2020</td> <td>52%</td> </tr> </tbody> </table>	Year	Percentage	2018	54%	2019	65%	2020	52%		
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Performance Indicator	
GB 4: Technology – Business graduates will be able to effectively use technology to enhance business processes and presentation.	Objectives: <ol style="list-style-type: none"> 1. Students will be able to effectively use technology and pass an external exam associated with the course: <ol style="list-style-type: none"> a. <i>Excel 2013 Microsoft Office Specialist – Computer Applications in Business</i> b. <i>GMetrix Exam – Advanced Spreadsheet Applications</i> c. <i>Access 2013 Microsoft Office Specialist – Data Applications in Business</i>

		Analysis of Results		Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)	
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	

<p>50% of students earn the grade of 70% or higher.</p> <p>A score of 700 or better on the MOS exam is considered a passing score and earns the official MOS Specialist certificate from Microsoft.</p>	<p>Microsoft Office Certification Exam – Computer Applications</p> <p>The Microsoft Office exam is a performance based assessment of a student’s competence across a spectrum of skills needed for proficiency in Excel.</p>	<p><u>Comp Apps Excel Specialist:</u></p> <p>Spring 2018 – 18/21 (86%)</p> <p>Fall 2019 – 7/26 (26%)</p> <p>Spring 2020 – XX/XX (XX%)</p> <p>Spring 2021 – 18/25 (72%)</p>	<p>Performance is as intended. No further action taken.</p> <p>Note: Beginning with the 2020-2021 Academic Year, this Outcome is measured in the Advanced Spreadsheet Course.</p> <p>Due to COVID, test could not be administered online.</p>		<div style="text-align: center;"> <h3>C.A./A.S. - Excel Specialist</h3> <table border="1"> <caption>Excel Specialist Performance Trends</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Spring 2017</td> <td>50%</td> </tr> <tr> <td>Spring 2018</td> <td>86%</td> </tr> <tr> <td>Fall 2019</td> <td>26%</td> </tr> <tr> <td>Spring 2020</td> <td>-</td> </tr> <tr> <td>Spring 2021</td> <td>72%</td> </tr> </tbody> </table> </div>	Year	Percentage	Spring 2017	50%	Spring 2018	86%	Fall 2019	26%	Spring 2020	-	Spring 2021	72%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Level of agreement that the MNU business program prepared the student to use technology in business.</p>	<p>2018 – Strongly Agree – 7, Agree – 6, Somewhat Agree – 4 Somewhat Disagree – 2 (68%)</p> <p>2019 – Strongly Agree – 8, Agree – 14, Somewhat Agree – 2 Somewhat Disagree – 1 (88%)</p> <p>2020 – Strongly Agree – 9, Agree – 5, Somewhat Agree – 1, Disagree – 1 (88%)</p> <p>2021 – Strongly Agree – 8, Agree – 8, Somewhat Agree – 3, Disagree - 1 (80%)</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1060 131 1745 581" data-label="Figure"> <h3 style="text-align: center;">Exit Survey - Technology Strongly Agree/Agree</h3> <table border="1"> <caption>Exit Survey - Technology Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>68%</td> </tr> <tr> <td>2019</td> <td>88%</td> </tr> <tr> <td>2020</td> <td>88%</td> </tr> <tr> <td>2021</td> <td>80%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	68%	2019	88%	2020	88%	2021	80%
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<p>50% of students will rate excellent or above average.</p>	<p>Business Department Alumni Survey – Please rate the level of preparation you received from MNU’s business program technology skills.</p>	<p>2018 – Excellent – 3, Satisfactory – 1 (75%)</p> <p>2019 – Excellent – 2, Satisfactory – 4, Below Average – 2 (25%)</p> <p>2020 – Excellent – 6, Above Average – 5, Satisfactory – 2 (85%)</p> <p>2021 – Excellent – 0, Above Average – 2, Below Average – 1 (67%)</p>			<p style="text-align: center;">Alumni Survey: Technology Excellent/Above Avg</p> <table border="1"> <caption>Alumni Survey: Technology Excellent/Above Avg</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>75%</td> </tr> <tr> <td>2019</td> <td>25%</td> </tr> <tr> <td>2020</td> <td>85%</td> </tr> <tr> <td>2021</td> <td>67%</td> </tr> </tbody> </table>	Year	Percentage	2018	75%	2019	25%	2020	85%	2021	67%	
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Performance Indicator																			
GB5: Management and Leadership – Business graduates will demonstrate awareness, understanding, and, as appropriate, mastery of management and leadership theories and skills.		Objectives: 1. Students will demonstrate awareness of appropriate management and leadership skills. (<i>Case study in Principles of Management, Final Exam in Human Resource Management; department surveys</i>).																	
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Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)														
75% of students will score 70% or higher on the rubric.	Case study – Principles of Management Students read the chapter material over Leadership and complete the correlating assignments. In the assignment the students watch an informational video of a leader of an organization and then answer questions that are related to the chapter material and video.	All met or exceeded the performance measure. Spring 2018 – 26/26 (100%) Fall 2018 – 28/30 (93%) Fall 2019 – 21/22 (96%) Spring 2020 – XX/XX (XX%) Fall 2020 – XX/XX (XX%) Spring 2021 – 17/17 (100%)	Performance is as intended. No further action taken.		<p style="text-align: center;">Mgmt. Case Study</p> <table border="1"> <caption>Mgmt. Case Study Performance Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Spring 2018</td> <td>100%</td> </tr> <tr> <td>Fall 2018</td> <td>93%</td> </tr> <tr> <td>Fall 2019</td> <td>96%</td> </tr> <tr> <td>Spring 2020</td> <td>0%</td> </tr> <tr> <td>Fall 2020</td> <td>0%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	Spring 2018	100%	Fall 2018	93%	Fall 2019	96%	Spring 2020	0%	Fall 2020	0%	Spring 2021	100%
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Spring 2021	100%																		

<p>70% of students will score 70% or higher on the exam.</p>	<p>Final exam – Human Resource Management</p>	<p>All met or exceeded the performance measure.</p> <p>Fall 2018 – 29/30 (97%)</p> <p>Fall 2019 – 25/28 (89%)</p> <p>Fall 2020 – 15/16 (94%)</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Final Exam - HR</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Fall 2018</td> <td>97%</td> </tr> <tr> <td>Fall 2019</td> <td>89%</td> </tr> <tr> <td>Fall 2020</td> <td>94%</td> </tr> </tbody> </table>	Year	Score	Fall 2018	97%	Fall 2019	89%	Fall 2020	94%		
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Fall 2019	89%														
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Level of agreement that the MNU business program has prepared the student to understand management & leadership theories and best practices.</p>	<p>2018 – Strongly Agree – 12, Agree – 6, Somewhat Agree – 1 (95%)</p> <p>2019 – Strongly Agree – 13, Agree – 9, Somewhat Agree – 3 (88%)</p> <p>2020 – Strongly Agree – 8, Agree – 7, Somewhat Disagree – 1 (94%)</p> <p>2021 – Strongly Agree – 9, Agree – 8, Somewhat</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Exit Survey - Mgmt/Leadership Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>95%</td> </tr> <tr> <td>2019</td> <td>88%</td> </tr> <tr> <td>2020</td> <td>94%</td> </tr> <tr> <td>2021</td> <td>85%</td> </tr> </tbody> </table>	Year	Percentage	2018	95%	2019	88%	2020	94%	2021	85%
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2019	88%														
2020	94%														
2021	85%														

		Agree - 3 (85%)													
50% of students will rate excellent or above average.	Business Department Alumni Survey – Please rate the level of preparation you received from MNU’s business program in leadership skills.	<p>2018 – Excellent – 3, Above Average- 1 (100%)</p> <p>2019 – Excellent – 4, Satisfactory- 4 (50%)</p> <p>2020 – Excellent – 6, Above Average - 4 Satisfactory- 3 (77%)</p> <p>2021 – Excellent – 1, Above Average - 2 (100%)</p>	Performance is as intended. No further action taken.		<p>Alumni Survey: Leadership Excellent/Above Avg</p> <table border="1"> <caption>Alumni Survey: Leadership Excellent/Above Avg</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>50%</td> </tr> <tr> <td>2020</td> <td>77%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	2018	100%	2019	50%	2020	77%	2021	100%
Year	Percentage														
2018	100%														
2019	50%														
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2021	100%														

Performance Indicator	
GB6: Career Preparation & Enhancement - Business graduates will be prepared with the knowledge and skills necessary to enter or advance in a career in the field of business and/or pursue further education.	Objectives: <ol style="list-style-type: none"> 1. Students will be prepared with the knowledge and skills necessary to prepare a cover letter and resume for the job search process. <i>(Cover letter and resume in Business Communications).</i> 2. Students will be prepared to interview for a career in the field of business. <i>(Mock Interview in Business Communications).</i>

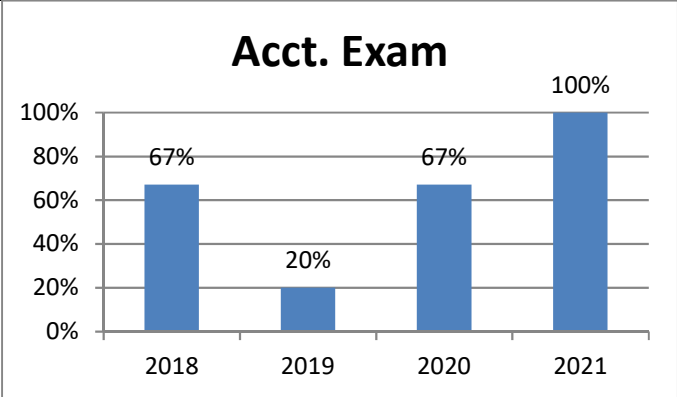
		Analysis of Results															
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)												
75% of students will score 70% or higher on the rubric.	Cover Letter and Resume – Business Communications Students prepare the proper job-search process documents including a resume and cover letter. The documents are graded according to specific criteria. Students must prepare these ahead of time and bring them to the mock interview.	All met or exceeded the performance measure. Fall 2017 – 15/16 (93.8%) Spring 2018 – 25/26 (96.2%) Spring 2019 – 24/27 (88.9%) Spring 2020 – 10/10 (100%) Spring 2021 – 14/14 (100%)	Performance is as intended. No further action taken.		<div style="text-align: center;"> <h3>Cover Letter & Resume</h3> <table border="1"> <caption>Cover Letter & Resume Performance Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>94%</td> </tr> <tr> <td>Spring 2018</td> <td>96%</td> </tr> <tr> <td>Spring 2019</td> <td>89%</td> </tr> <tr> <td>Spring 2020</td> <td>100%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table> </div>	Year	Percentage	Fall 2017	94%	Spring 2018	96%	Spring 2019	89%	Spring 2020	100%	Spring 2021	100%
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<p>75% of students will score 70% or higher on the rubric.</p>	<p>Mock Interview – Business Communications</p> <p>Students are given a realistic job description and title for which they apply and interview. Students participate in a mock employment interview. Students are graded according to specific guidelines.</p>	<p>All met or exceeded the performance measure.</p> <p>Fall 2017 – 16/16 (100%)</p> <p>Spring 2018 – 26/26 (100%)</p> <p>Spring 2019 – 25/27 (92.6%)</p> <p>Spring 2020 – 10/10 (100%)</p> <p>Spring 2021 – 14/14 (100%)</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Mock Interviews</caption> <thead> <tr> <th>Term</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>100.0%</td> </tr> <tr> <td>Spring 2018</td> <td>100.0%</td> </tr> <tr> <td>Spring 2019</td> <td>92.6%</td> </tr> <tr> <td>Spring 2020</td> <td>100%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table>	Term	Percentage	Fall 2017	100.0%	Spring 2018	100.0%	Spring 2019	92.6%	Spring 2020	100%	Spring 2021	100%
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<p>75% of students will score 70% or higher on the employer evaluation rubric.</p>	<p>Internship – Employer Evaluation Survey</p> <p>Students who enroll in an internship experience are evaluated by the employer in a final performance evaluation. The evaluation includes 14 different aspects of the students' performance.</p>	<p>All met or exceeded the performance measure.</p> <p>Fall 2017 – 3/4 (75%)</p> <p>Spring 2018 – 7/8 (87.5%)</p> <p>Spring 2019 – 3/3 (100%)</p> <p>Spring 2020 – 9/10 (90%)</p> <p>Spring 2021 – 14/14 (100%)</p>	<p>Performance is as intended. No further action taken.</p>		<table border="1"> <caption>Employer Eval. Survey</caption> <thead> <tr> <th>Term</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2017</td> <td>75%</td> </tr> <tr> <td>Spring 2018</td> <td>88%</td> </tr> <tr> <td>Spring 2019</td> <td>100%</td> </tr> <tr> <td>Spring 2020</td> <td>90%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table>	Term	Percentage	Fall 2017	75%	Spring 2018	88%	Spring 2019	100%	Spring 2020	90%	Spring 2021	100%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Level of agreement that the MNU business program prepared the student with the knowledge and skills to enter a career in business and/or pursue graduate school or professional certification.</p>	<p>2018 – Strongly Agree – 11, Agree – 7, Somewhat Agree – 1 (95%)</p> <p>2019 – Strongly Agree – 11, Agree – 10, Somewhat Agree – 4 (84%)</p> <p>2020 – Strongly Agree – 5, Agree – 11, (100%)</p> <p>2021 – Strongly Agree – 10, Agree – 8, Somewhat Agree - 2 (90%)</p>	<p>Performance is as intended. No further action taken.</p>		<p>Exit Survey - Career Prep. Strongly Agree/Agree</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>95%</td> </tr> <tr> <td>2019</td> <td>84%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>90%</td> </tr> </tbody> </table>	Year	Percentage	2018	95%	2019	84%	2020	100%	2021	90%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Business Department Alumni Survey – Please state your level of agreement with the statement – My academic experiences in the MNU business department prepared me for the next steps in my professional future.</p>	<p>2018 – Strongly Agree – 3, Somewhat Agree – 1 (75%)</p> <p>2019 – Strongly Agree – 3, Agree – 3, Somewhat Agree – 2 (75%)</p> <p>2020 – Strongly Agree – 6, Agree – 5,</p>	<p>Performance is as intended. No further action taken.</p>		<p>Alumni Survey: Career Excellent/Above Avg</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>75%</td> </tr> <tr> <td>2019</td> <td>75%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>67%</td> </tr> </tbody> </table>	Year	Percentage	2018	75%	2019	75%	2020	100%	2021	67%
Year	Percentage														
2018	75%														
2019	75%														
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2021	67%														

		Somewhat Agree – 2 (100%)			
		2021 – Strongly Agree – 1, Agree – 1, Somewhat Agree – 1 (67%)			

Performance Indicator	
Accounting Outcome: Accounting graduates understand authoritative accounting principles and practices of the major forms of accounting, and apply them to a full range of accounting problems encountered in business.	Objectives: 1. Students will be able to study an organization’s financial statement and identify trends, calculate ratios, identify accounting policies, and communicate effectively to a financial or non-financial audience. <i>(Final Exam in Intermediate Accounting II).</i>

		Analysis of Results													
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)										
75% of students will achieve an average grade of 70% or higher on the two Intermediate Accounting final exams.	Intermediate Acct II – Final Exam (Beginning during the 2016-17 academic year, the accounting performance measure was changed to the Intermediate Accounting II Final Exam rather than using the Int. Acct. II presentations.)	All met or exceeded the performance measure. Spring 2018 - 4/6 (67%) Spring 2019 - 1/5 (20%) Spring 2020 - 6/9 (67%) Spring 2021 - 5/5 (100%)	Performance is as intended. No further action taken.		Acct. Exam  <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Acct. Exam Results</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>67%</td> </tr> <tr> <td>2019</td> <td>20%</td> </tr> <tr> <td>2020</td> <td>67%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	2018	67%	2019	20%	2020	67%	2021	100%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Business Department Exit Survey – Please indicate your level of agreement that the Accounting major at MNU helped you understand authoritative accounting principles and practices of the major forms of accounting and apply them to a full range of accounting problems encountered in business.</p>	<p>2018 – Strongly Agree – 3, Agree – 2</p> <p>2019 – Strongly Agree – 1, Agree – 2</p> <p>2020 – Strongly Agree – 2</p> <p>2021 – Strongly Agree – 2, Agree – 2, Somewhat Agree - 1</p>	<p>Performance is as intended. No further action taken.</p>		<div style="text-align: center;"> <p>Exit Survey:Acct. Outcome</p> <p>Strongly Agree/Agree</p> <table border="1" style="margin: 10px auto;"> <caption>Exit Survey:Acct. Outcome - Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>75%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>80%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	100%	2019	75%	2020	100%	2021	80%
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2020	100%														
2021	80%														

Performance Indicator																				
Business Administration Outcome: Business Administration graduates understand organizational business systems and how they integrate effectively.		Objectives: 1. Students will be able to understand how all of the aspects of business are interrelated and interdependent by engaging in a semester-long computer business simulation game. (<i>Computer Simulation in Applied Strategic Management</i>).																		
		Analysis of Results																		
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)															
MNU overall average score on the simulation will meet, or exceed, the overall average score for all undergraduate classes in the US over the last 12 months.	Computer Simulation – Applied Strategic Management	<p>Spring 2018 – MNU Average – 78, US Average - 84</p> <p>Spring 2019 – MNU Average – 83, US Average – 75</p> <p>Spring 2020 – MNU Average – 77, US Average - 72</p> <p>Spring 2021 – MNU Average – 49, US Average -</p>	<p>Performance measure was not met.</p> <p>One group’s performance significantly impacted the average. Will continue to monitor.</p>		<div style="text-align: center;"> <h3>Simulation Results</h3> <table border="1"> <caption>Simulation Results Data</caption> <thead> <tr> <th>Year</th> <th>MNU Avg</th> <th>US Avg</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>78%</td> <td>84%</td> </tr> <tr> <td>2019</td> <td>83%</td> <td>75%</td> </tr> <tr> <td>2020</td> <td>77%</td> <td>72%</td> </tr> <tr> <td>2021</td> <td>49%</td> <td>73%</td> </tr> </tbody> </table> </div>	Year	MNU Avg	US Avg	2018	78%	84%	2019	83%	75%	2020	77%	72%	2021	49%	73%
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50% of students will agree or strongly agree with the statement.	Business Department Exit Survey – Please indicate your level of agreement that the Business Administration major helped you understand organizational business systems and how they integrate effectively.	<p>2018 – Strongly Agree – 6, Agree – 2, Somewhat Agree – 1</p> <p>2019 – Strongly Agree – 2, Agree – 6</p> <p>2020 – Strongly Agree – 2</p> <p>2021 – Strongly Agree – 3, Agree - 1</p>	Performance is as intended. No further action taken.		<p>Exit Survey: B.A. Outcome Strongly Agree/Agree</p> <table border="1"> <caption>Exit Survey: B.A. Outcome Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>89%</td> </tr> <tr> <td>2019</td> <td>73%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	2018	89%	2019	73%	2020	100%	2021	100%
Year	Percentage														
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2019	73%														
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2021	100%														

Performance Indicator	
Business Psychology Outcome: Business Psychology graduates understand the various dimensions of human resources including employee relations, training and development, compensation, employment law, appraisal, and planning and budgeting.	Objectives: 1. Students will understand the various dimensions of human resources in order to integrate their knowledge of the two disciplines -- psychology and business. (<i>Exam in Human Resource Management</i>).

		Analysis of Results											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)								
70% of students will score 70% or higher on the exam.	Exam – Human Resource Management Students complete the entire course curriculum using the required textbook chapter sections. The final exam is a lengthy comprehensive coverage of all the materials covered and previously tested upon to assess overall retained student knowledge of the discipline.	All met or exceeded the performance measure. Fall 2018 – 29/30 (97%) Fall 2019 – 25/28 (89%) Fall 2020 – 15/16 (94%)	Performance is as intended. No further action taken.		<div style="text-align: center;">HRM Exam</div> <table border="1"> <caption>HRM Exam Results</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2018</td> <td>97%</td> </tr> <tr> <td>Fall 2019</td> <td>89%</td> </tr> <tr> <td>Fall 2020</td> <td>94%</td> </tr> </tbody> </table>	Year	Percentage	Fall 2018	97%	Fall 2019	89%	Fall 2020	94%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Business Department Exit Survey – Please indicate your level of agreement that the Business Psychology major at MNU helped you understand the various dimensions of human resources including employee relations, training and development, compensation, employment law, appraisal and planning and budgeting.</p>	<p>2018 – No Bus Psych majors completed the survey. 2019 – No Bus Psych majors completed the survey. 2020 – Strongly Agree – 1, Agree – 1</p>	<p>Performance is as intended. No further action taken. Note: There were no Business Psychology students in the 2020-2021 Academic Year.</p>		<div data-bbox="1283 110 1971 548"> <h3 style="text-align: center;">Exit Survey: B.P. Outcome Strongly Agree/Agree</h3> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>0%</td> </tr> <tr> <td>2019</td> <td>0%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>0%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	0%	2019	0%	2020	100%	2021	0%
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Performance Indicator	
Marketing Outcome: Marketing graduates will understand how to implement a marketing orientation that focuses on identifying consumer needs and satisfying them with effective marketing strategies.	Objectives: 1. Students will understand how to identify customer needs and recommend appropriate marketing strategies through a semester-long research project. <i>(Research project in Marketing Research).</i>

		Analysis of Results													
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)										
75% of students will score 70% or higher on the research project.	Research Project – Marketing Research Students complete a semester-long project conducting both quantitative and qualitative research including secondary data, a focus group and a survey instrument for an external client. Final research results and recommendations are presented to the client.	All met or exceeded the performance measure. Spring 2018 – 4/4 (100%) Spring 2019 – 14/14 (100%) Spring 2020 – 11/11 (100%) Spring 2021 – 11/11 (100%)	Beginning in the 2016-17 academic year, the performance measure was changed to include the client evaluation rubric score, along with the project totals. Performance is as intended. No further action taken.		<div style="text-align: center;"> <h3>Marketing Research Project</h3> <table border="1"> <caption>Marketing Research Project Performance Data</caption> <thead> <tr> <th>Year</th> <th>Performance (%)</th> </tr> </thead> <tbody> <tr> <td>Spring 2018</td> <td>100%</td> </tr> <tr> <td>Spring 2019</td> <td>100%</td> </tr> <tr> <td>Spring 2020</td> <td>100%</td> </tr> <tr> <td>Spring 2021</td> <td>100%</td> </tr> </tbody> </table> </div>	Year	Performance (%)	Spring 2018	100%	Spring 2019	100%	Spring 2020	100%	Spring 2021	100%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Business Department Exit Survey – Please indicate your level of agreement that the Marketing major at MNU helped you understand how to implement a marketing orientation that focuses on identifying consumer needs and satisfying them with effective marketing strategies.</p>	<p>2018 – Strongly Agree – 1, Somewhat Agree – 1</p> <p>2019 – Strongly Agree – 1</p> <p>2020 – Strongly Agree – 4</p> <p>2021 – Strongly Agree – 2</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1304 118 1997 548"> <h3 style="text-align: center;">Exit Survey Mktg. Outcome Strongly Agree/Agree</h3> <table border="1"> <caption>Exit Survey Mktg. Outcome: Strongly Agree/Agree</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>50%</td> </tr> <tr> <td>2019</td> <td>100%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	50%	2019	100%	2020	100%	2021	100%
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2021	100%														

Performance Indicator	
Leadership and Management Outcome: Leadership and Management graduates understand organizational and personal leadership theories and appropriate application.	Objectives: 1. Students will understand organizational and personal leadership theories. <i>(Exam in Leadership and Management)</i>

		Analysis of Results											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)								
70% of students will score 70% or higher on the exam.	Exam – Organizational Leadership Students complete the entire course curriculum using the required textbook chapter sections. The final exam is a comprehensive coverage of all the materials covered and an application essay to assess overall retained	All met or exceeded the performance measure. Fall 2018 – 24/24 (100%) Fall 2019 – 24/34 (70%) Fall 2020 – 13/25 (52%)	Performance measure not met. Instructor will provide study guide to future students.		<div style="text-align: center;"> <h3>Org. Leadership Exam</h3> <table border="1"> <caption>Org. Leadership Exam Performance Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2018</td> <td>100%</td> </tr> <tr> <td>Fall 2019</td> <td>70%</td> </tr> <tr> <td>Fall 2021</td> <td>52%</td> </tr> </tbody> </table> </div>	Year	Percentage	Fall 2018	100%	Fall 2019	70%	Fall 2021	52%
Year	Percentage												
Fall 2018	100%												
Fall 2019	70%												
Fall 2021	52%												

	student knowledge and application of the discipline.														
50% of students will agree or strongly agree with the statement.	Business Department Exit Survey – Please indicate your level of agreement that the Leadership and Management major at MNU helped you understand organizational and personal leadership theories and appropriate application	2018 – Agree – 1 2019 – Strongly Agree – 2, Agree – 1 2020 – Agree – 1 2021 – Strongly Agree – 0, Agree – 2	Performance is as intended. No further action taken.		<p style="text-align: center;">Exit Survey: OL/LM Outcome Strongly Agree/Agree</p> <p>The bar chart displays the percentage of students who strongly agree or agree with the statement for each year from 2018 to 2021. The y-axis represents the percentage from 0% to 100% in 20% increments. The x-axis lists the years. Each bar reaches the 100% mark, indicating that all surveyed students in each year responded positively.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>100%</td> </tr> <tr> <td>2019</td> <td>100%</td> </tr> <tr> <td>2020</td> <td>100%</td> </tr> <tr> <td>2021</td> <td>100%</td> </tr> </tbody> </table>	Year	Percentage	2018	100%	2019	100%	2020	100%	2021	100%
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Performance Indicator	
Sports Management Outcome: Sports Management graduates will understand how to successfully work in business with the flexibility to do a variety of jobs in the sports management area, including organization, administration, budgeting and teaching.	Objectives: 1. Students will understand the aspects of a Sports Management career through writing a research paper addressing various elements. (<i>Success paper – Sports Management Senior Seminar</i>).

		Analysis of Results											
Performance Measure (Competency)	Description of Measurement Instrument	Areas of Success	Analysis and Action Taken	Results of Action Taken (occurs in the following year)	Insert Graphs or Tables of Resulting Trends for 3-5 Years (please graph all available data up to five years)								
75% of students will score 75% or higher on the rubric.	Success Paper – Sports Management Senior Seminar Students type a four page paper describing the skills necessary for success in a sports management position. Outsides sources are required. The papers are graded with a rubric.	All met or exceeded the performance measure. Fall 2018 – 7/7 (100%) Fall 2019 – 14/15 (93%) Fall 2020 – 18/18 (100%)	Performance is as intended. No further action taken.		<div style="text-align: center;"> <h3>Success Paper</h3> <table border="1"> <caption>Success Paper Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Fall 2018</td> <td>100%</td> </tr> <tr> <td>Fall 2019</td> <td>93%</td> </tr> <tr> <td>Fall 2020</td> <td>100%</td> </tr> </tbody> </table> </div>	Year	Percentage	Fall 2018	100%	Fall 2019	93%	Fall 2020	100%
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<p>50% of students will agree or strongly agree with the statement.</p>	<p>Business Department Exit Survey – Please indicate your level of agreement that the Sports Management major at MNU helped you understand how to successfully work in business with the flexibility to do a variety of jobs in the sports management area, including organization, administration, budgeting and teaching.</p>	<p>2018- Strongly Agree – 2, Agree – 3</p> <p>2019- Strongly Agree – 1, Agree – X, Strongly Disagree – 1</p> <p>2020- Strongly Agree – 1, Agree – 1, Strongly Disagree – 1</p> <p>2021- Strongly Agree – 4, Agree – 1, Somewhat Agree - 1</p>	<p>Performance is as intended. No further action taken.</p>		<div data-bbox="1283 110 1969 548"> <h3 style="text-align: center;">Exit Survey: SM Outcome Strongly Agree/Agree</h3> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>83%</td> </tr> <tr> <td>2019</td> <td>67%</td> </tr> <tr> <td>2020</td> <td>67%</td> </tr> <tr> <td>2021</td> <td>83%</td> </tr> </tbody> </table> </div>	Year	Percentage	2018	83%	2019	67%	2020	67%	2021	83%
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