

Eastern West Virginia Community and Technical College
COURSE ASSESSMENT REPORT (Blackboard Data)

Course Title and Number: MGT 250 – Principles of Management	Academic Term and Year of Assessment Activity (Ex: Fall, 2014) Spring 2020
Report Submitted By Shirley Murphy	Number of Students Assessed: 17
Date Report Submitted: 12/01/20	Number of Sections Included: 1
Course Delivery Format (list all modalities used in sections assessed. Ex: web based, VDL, traditional section, hybrid course, etc.): Web based	

Course Role in the Curriculum

Provide a description of the role the course serves in the curriculum (i.e. general education requirement, program technical core, restricted elective, etc.). Note all as appropriate.

MGT 250 Principles of Management serves as a core course for AAS in Business Management. This course also serves as a restricted elective for CAS in Business and CAS in Administrative Support Technology.

Previous Assessment Reports and Results

Date of Previous Assessment: Spring 2017

List of Outcomes Not Met:

The outcomes of the course were changed and reduced to streamline the assessment of the course. Direct comparison of the course outcomes is not possible due to the revision.

The following information from the spring 2017 report is provided to indicate areas of concern uncovered in that assessment process.

As evidenced in the Detail by Goal assessment result presented in the spring 2017 report, all outcomes were met at 88.5% or above. The following information was detailed within that report:

Assessment Results: Detail By Goal revealed the lowest performing assessment element was the Test element of Outcome 1: Describe the Foundations of Management, which averaged 72.1%, Test element of Outcome 3: Define an Organizational Culture and Its External Environment, which averaged 22.0%, and the Test element of Outcome 21: List the Human Resource Planning Steps, which averaged 61.6%.

These Test elements encompass true/false questions and multiple-choice questions on homework and quizzes. To foster improvement to the course in the future, questions on homework and quizzes will be reviewed and modified to better represent chapter material presented.

Summary of Actions Taken to Address Unmet Learning Outcomes: Append additional pages if necessary. If appending, include notation in box to “See attached”.

To improve the unmet Test elements of Outcome 1, Outcome 3, and Outcome 21 (as best correlated with the newer course outcomes) the following changes were implemented in the delivery of this course’s message:

1. More reading assignments were provided and required that encompass the concepts
2. More video assignments were provided to better represent the concepts introduced
3. Greater student engagement was encouraged regarding the material
4. Additional information was provided via Blackboard covering the topics addressed to better explain those concepts
5. Internet research regarding the concepts discussed in Chapter One was required to improve students’ understanding of the chapter’s topics

Modification of questions on homework and quizzes to better represent course material

Assessment Methods

Provide a description of the assessment process used. Include description of instrument and performance standards in description. Note all methods.

MGT 250 Principles of Management for spring 2020 used the following six assessment tools in the course:

1. Discussion Board Topics – assignments required written responses identifying the students’ thoughts and understanding on a variety of Management covered within the chapter material
2. Exercises – some required written responses while some utilized true/ false or multiple-choice questions that demonstrated the students’ understanding of important Management concepts
3. Homework - assignments utilized true/false and multiple-choice questions to reflect the level of the students’ understanding of Management concepts
4. Quizzes - assignments utilized true/false and multiple-choice questions to reflect the level of the students’ understanding of Management concepts
5. Video assignments - assignments required written responses identifying the students’ thoughts and understanding on a variety of Management topics covered within the chapter material
6. Tests/Comprehensive Final Exam - assignments utilized true/false and multiple-choice questions to reflect the level of the students’ understanding of various Management concepts

Students used Blackboard to receive assignment delivery and for assignment submission within this MG 250 Principles of Management course.

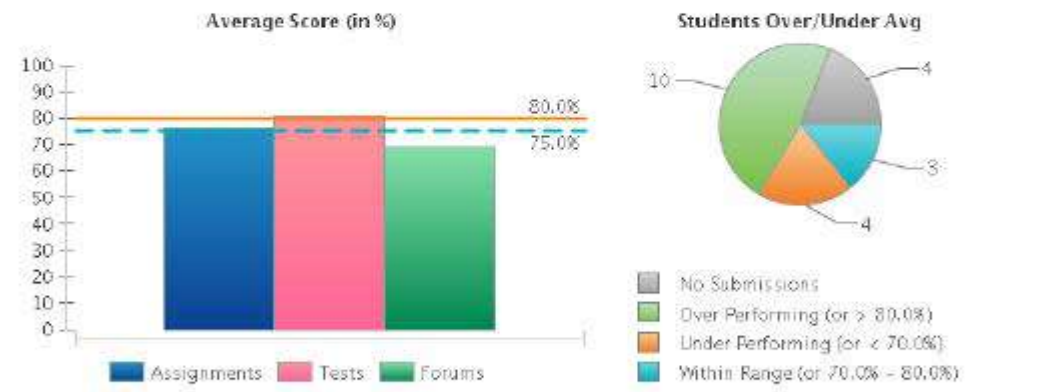
Assessment Results: Course Overview

Course Performance

Course Name	Principles of Management
Number of Students	21
Goal/Goal Set	MGT-250
Included Categories	Goals
Report Description	This report displays information showing how a single Blackboard Learn Course performs against a selected set of goals. Performance targets and a range of acceptable performance for the course can be determined when running the report. Data includes averages for the entire course as well as break downs for individual students and goals.

Course Overview

Performance Target	Performance Range	Course Average	Median	Mode	Standard Deviation
75.0%	+/- 5% (or 70% - 80%)	80.0%	88.0%	100.0%	25.8%



Performance Average Below 70.0%	Average Score (in %)	Performance Offset	Count of Items
Assignments	76.0%	1.0%	9
Tests	80.0%	5.9%	56
Forums	68.8%	-6.4%	1

Final Grades	A	B	C	D	F	W
Number of students	7	4	2	2	1	1

* Please note if using a different minimum performance standard.

Detail By Goal				
Detail by Goal	Overall Average	Assignments	Tests	Forums
	Average by Type (Count)			
MGT-260 Goals				
12. Define Leadership and Trust	83.4%		<u>83.4%</u> (6)	
5. Explain Foundations of Planning	75.6%	<u>83.7%</u> (2)	<u>83.6%</u> (4)	<u>88.6%</u> (1)
6. Explain Organizational Structure	82.5%	<u>83.1%</u> (1)	<u>82.4%</u> (5)	
1. Explain the Role of Management and Managers	82.1%	<u>79.6%</u> (2)	<u>82.6%</u> (3)	
10. Discuss Understanding Groups and Managing Work Teams	84.1%	0.0% (0)	<u>84.1%</u> (5)	
11. Explain Motivating and Rewarding Employees	81.6%	0.0% (0)	<u>81.6%</u> (5)	
13. Explain Managing Communication and Information	81.8%		<u>81.8%</u> (4)	
14. Analyze Foundations of Control	85.1%		<u>85.1%</u> (5)	
2. Define Management Environment	82.9%	<u>80.5%</u> (1)	<u>83.7%</u> (7)	
3. Explain Integrative Managerial Issues	83.3%	<u>79.7%</u> (1)	<u>83.7%</u> (8)	
4. Explain Foundations of Decision Making	74.6%	<u>83.6%</u> (1)	<u>75.3%</u> (7)	
7. Explain Managing Human Resources	78.2%		<u>78.2%</u> (5)	
5 / 5 Powered by Blackboard Learn™ 11/28/2020				
MGT-260 Goals				
8. Address Managing Change and Innovation	84.9%	<u>85.1%</u> (1)	<u>84.7%</u> (5)	
9. Outline Foundations of Individual Behavior	82.0%	0.0% (0)	<u>82.0%</u> (8)	

Conclusions

Provide a brief summary of conclusions derived based on analysis of data. Append additional pages if necessary. If appending, include notation in box to "See attached".

As evidenced in the Detail by Goal assessment result pictured above, course outcomes surpassed the required 75% performance target except for Outcome 4: Foundations of Decision Making at 74.6%.

However, the overall course average was 80% with Outcome 4: Foundations of Decision Making at 74.6%, Outcome 5: Explain Foundations of Planning at 75.6%, and Outcome 7: Explain Managing Human Resources at 78.2% falling below this target number.

The evidence demonstrates that all other outcomes surpassed the required performance target of 75%. The following

information identifies specific areas falling below this required 75.0% threshold and identifies the specific area falling below the overall course average of 80.0%.

Assessment Results: Detail By Goal shows that the lowest performing assessment elements included:

1. Outcome 4: Explain the Foundations of Decision Making (74.6%) - the Assignment element that is representative of Video assignments for that topic, which averaged 69.6%. This Assignment element represented the student's ability to effectively demonstrate understanding of video concepts on the challenging topics presented within the chapter material. Such video assignments are designed to demonstrate the students' ability to convey his or her understanding of important topics from the various chapters.
2. Outcome 5: Explain the Foundations of Planning (75.6%) – the Assignment element that is representative of Video assignments for that topic, which averaged 63.2% and the Forum element that is representative of Discussion Board Topics, which averaged 68.6%. While the Video assignments depicted the students' ability to effectively demonstrate understanding of important topics from the course material, the Forum element depicted the ability to discuss material topics student-to-student.
3. Outcome 7: Explain Managing Human Resources (78.2%) – the Test element that is representative of multiple-choice and true/false questions presented on homework, quizzes, and exercises, which averaged 78.2%

The Assessment Methods section of this report contains an explanation and discussion of the tools used to generate this assessment report.

Learning Outcome 4: Foundations of Decision Making at 74.6% was below the required 75% performance standard. That is explained by the 69.6% averaged result for the Video assignments. It is evident that selection of more explanatory video selections will reinforce the Management topics to students.

See the Action Plan below for future strategies to engage for course improvement based on the results of the spring 2020 course assessment.

Action Plan and Date for Reassessment

Identify action plan for improvement or maintaining current performance levels including outcomes identified for re-assessment, curriculum revision, LOT proposal, new or revised course activities to reinforce learning outcomes, etc. Append additional pages if necessary. If appending, include notation in box to "See attached".

To improve the Assignment element of Outcome 4: Foundations of Decision Making and the Assignment and Forum elements of Outcome 5: Explain the Foundations of Planning and the Test element of Outcome 7: Explain Managing Human Resources, the following changes will be implemented in the delivery of this course's message in the future:

1. More reading assignments will be provided and required that encompass the concepts
2. Utilization of improved video selections will be provided to better represent the concepts introduced
3. Greater student engagement will be encouraged regarding the material covered
4. Additional information will be provided via Blackboard covering the topics addressed to better explain those concepts
5. Question reselection will be implemented to better represent topic concepts
6. Internet research regarding the material concepts will be required to improve students' understanding of the chapter's topics

Next Assessment: spring 2022

**Assessment Committee Recommendation/Approval
(To be posted by Assessment Committee Chair)**

- Approved as presented
- Approved with recommendations for future reports (Explanation Required)
- Resubmission Required. Reason for Resubmission:

Date: 12/15/2020