



Public Disclosure of Student Learning

Institution	Cairn University
Academic Business Unit	School of Business
Academic Year	2015-16

Report of Student Learning and Achievement
Cairn University
School of Business

For Academic Year: 2015-16

Mission of the <i>School of Business</i>
The Business Administration program aspires to educate students to serve Christ in the church, society and the world by integrating the business skills learning process with a biblical worldview to produce biblically minded, well-educated, professionally competent men and women of character.

Section I: Student Learning Assessment

Student Learning Assessment for: Bachelor of Science in Business Administration	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. Students will be able to integrate a biblical world/life view into business practice.	
2. Students will acquire a foundational knowledge of business concepts, principles and practice, and the interdependence of the functional areas of business.	
3. Students will be able to demonstrate effective oral and written communication and presentation skills in a professional context.	
4. Students will be able to apply business knowledge and practice to analyze business problems and challenges.	
5. Students will be able to evaluate legal and ethical principles relevant to business contexts, and apply them to organizational decision-making.	
6. Students will be able to recognize intercultural differences and work effectively with colleagues of diverse backgrounds in business settings.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Comprehensive Business Exam (CBE) General Program ISLOs Assessed by this Measure: 2, 3, 4, 5, 6	More than 80% of students will score within 70% of the average scores of peer universities, in 5 of the 8 subject areas. In addition to the above learning outcome, for Accounting program students, 70% of Accounting students will score equal to or better than the average of the peer universities in the Accounting section of the

	exam.
<p>2. Business Internship (BUS & ACC 499) Evaluation</p> <p>General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6</p>	<p>More than 90% of students will score at least 85% for their internship project.</p> <p>More than 80% of Accounting students will score at least 85% for their internship project.</p>
<p>3. Business Simulation Competition – CAPSIM Foundation in BUS 491</p> <p>General Program ISLOs Assessed by this Measure: 1, 2, 4, 5</p>	<p>More than 66% of the teams will score higher than 3,000 Total Points at the end of the simulation rounds.</p>

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. School of Business Senior Exit Interview General Program ISLOs Assessed by this Measure: 2, 3, 4, 5	In the exit interview, at least 80% of respondents will rate their business skills as 7 or higher, and respond positively to topic areas 1, 3 & 4.
2. Alumni Survey General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	Rating from Alumni Survey Results of business graduates, "Assessment of Professional Education" section questions 1. Faculty knowledge of their professional fields; 3. Development of communication skills; 4. Development of research abilities; 6. Availability of opportunities to gain experience in your professional major; 7. Preparation for your first employment or ministry. 80% of Business alumni will rate item as good or excellent.

Learning Assessment Results: Bachelor of Science in Business Administration

Summary of Results from Implementing Direct Measures of Student Learning:

1. Comprehensive Exam

Number of students achieving a score greater than 70% of the peer university average score by domain:

(31 total students participated in the exam. 25 students represents > 80%)

- Accounting 29 (94% of Total)
- Finance 29 (94% of Total)
- Economic Environment 29 (94% of Total)
- Social Environmnet 30 (97% of Total)
- Legal Envionment (ISLO 5) 20 (65% of Total)
- Management 27 (87% of Total)
- International Business 30 (97% of Total)
- Marketing 27 (87% of Total)

Number of accounting students achieving a score greater than the peer university average score in Accounting:

7 of 9 Accounting students scored higher than the peer university average. (78% of Total)

The average score of the Accounting students in the Accounting Domain was 75.4% vs the peer score of 63.2%.

2. Internship Project – Number of students receiving a grade of 85% or higher:

During AY 2015-16, 22 students completed internships in BUS 499 or ACC 499.
20 out of 22 received a score above 85%.

2 out of 2 Accounting students received a score above 85%.

3. Simulation Results

5 out of 6 teams achieved a score above 3,000 points. (83% of Total)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Senior Exit Interview

Business Skills Rating above 7 or higher out of 10	11 of 13 (85% of Total)
Overall Impression of Program rated as “positive”	13 of 13 (100% of Total)
Provided opportunities to gain leadership experiences rated as “agree”	13 of 13 (100% of Total)
Personal growth at Cairn rated as “positive”	13 of 13 (100% of Total)

2. Alumni Survey

- Faculty knowledge of their professional fields 100%
- Development of communication skills 100%
- Availability of opportunities to gain experience in your professional major 93%
- Preparation for your first employment or ministry. 93%
- Development of research abilities 80%

16 total respondents

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Direct Measure 3</i>		<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...		Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to integrate a biblical world/life view into business practice.	Met	Met	Met			Met		
2. Students will acquire a foundational knowledge of business concepts, principles and practice, and the interdependence of the functional areas of business.		Met	Met		Met	Met		
3. Students will be able to demonstrate effective oral and written communication and presentation skills in a professional context.		Met			Met	Met		
4. Students will be able to apply business knowledge and practice to analyze business problems and challenges.		Met	Met		Met	Met		
5. Students will be able to evaluate legal and ethical principles relevant to business contexts, and apply them to organizational decision-making.		Not Met	Met		Met	Met		
6. Students will be able to recognize intercultural differences and work effectively with colleagues of diverse backgrounds in business settings.		Met				Met		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. The performance target for the Legal Environment domain of the CBE was not met, and recurring from AY 14-15. After AY 14-15, we addressed the low scores by discussing changes with the faculty who teaches Business Law. The specific change was to add a comprehensive final, which was not being done in the past. The results in AY 15-16 would not reflect the impact of that change. However, because the results repeated, it does raise the concern that the issue needs further attention. To address this, the school faculty will identify other courses where the concepts of law can be incorporated and reinforced.
2. Although the performance target was met, the School of Business will develop a plan to incorporate research skills into its courses. In addition to this, a plan will also be developed to incorporate writing assessments throughout the program curriculum.

Student Learning Assessment for: Master of Science in Organizational Leadership

Program Intended Student Learning Outcomes (Program ISLOs)

1. The student will develop a biblical work ethic that enhances personal character.
2. The student will integrate biblical worldview of organizational leadership into life and practice.
3. The student will acquire basic facilitation and consultation skills.
4. The student will apply critical assessment diagnosis and research skills.
5. The student will develop relational health and group process skills.
6. The student will develop and apply leadership development skills.
7. The student will develop and apply influencing and collaboration skills.
8. The student will employ organizational strategy, systems thinking, and intervention skills.
9. The student will develop and apply effective communication and presentation skills
10. The student will develop and apply critical thinking and reflective practice skills.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

1. Case studies promoting inquiry into biblical worldview. General Program ISLOs Assessed by this Measure: 2, 10	90% of students will demonstrate competency (grade B or higher)
2. Capstone / Action Research Project required for graduation. General Program ISLOs Assessed by this Measure: 1, 2, 4, 8, 9, 10	100% of ARPs will receive credit on a Pass/Fail scale, which requires a Pass on all four grading criteria.
3. Intervention plans/projects in each course require student to describe implementation of facilitation/consultation skills General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 9, 10	95% of students will demonstrate competency (grade B or higher).
4. Collaborative online forums requiring research, response and engagement with other students.. General Program ISLOs Assessed by this Measure: 1, 2, 4, 8, 9, 10	90% of students will demonstrate competency and participation.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Alumni Survey General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Over 85% agree or strongly agree that the program meets objectives.
2. Intentional journal design in ORL601 Foundations of Organizational Leadership. General Program ISLOs Assessed by this Measure: 1, 2, 6, 8, 9, 10	85% of students will demonstrate competency (grade B or higher)
3. Course evaluations. General Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	85% of students will indicate fulfillment of course goals satisfactory or outstanding

Learning Assessment Results: Master of Science in Organizational Leadership

Summary of Results from Implementing Direct Measures of Student Learning:

1. Case Studies, Intervention Plans, and Online Forums (Direct Measures 1, 3 & 4):

For AY 2015-16, the contract for the faculty member who served as the chair of graduate programs for the School of Business was not renewed. It was discovered that the Outcomes Assessment data was collected by him personally through the courses he taught. Without his presence, data for Direct Measures 1, 3, and 4 could not be collected.
2. Capstone Project
Number of students achieving a Pass grade:

3 students were enrolled in the capstone project. 2 out of 3 received a Pass grade.

1 of the 3 students was academically sanctioned for plagiarism on the capstone project.

Of the 2 completed capstone projects, 1 is currently being edited for submission to be considered for publication.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Alumni Survey

For all program objectives, over 90% (performance target = 85%) of respondents rated the criteria as “good” or “excellent.” The results were as follows:

Leadership development skills	4.8*	100%
Organizational strategy, systems thinking, intervention skills	4.6	100%
Relational health and group process skills	4.5	96%
Critical thinking and reflective practice skills	4.5	95%
Critical assessment, diagnosis and research skills	4.5	95%
Development of a biblical work ethic that enhanced personal character	4.5	91%
Influencing and collaboration skills	4.4	100%
Effective communication and presentation skills	4.4	96%
Integration of a biblical world view of OL into life practice	4.4	92%
Basic facilitation and consultation skills	4.2	96%

*2009-13 ratings were significantly higher than 2003-08 ratings ($p = 0.02$)

2. Intentional Journal Design

No data was collected for this assessment.

3. Course Evaluations

For criteria C6, “Overall, course met its stated objectives,” the mean score was a 4.6 for graduate courses in Fall 15. In 9 out of the 10 criteria for course evaluations, the score improved over the prior year, and the Overall Course Evaluation Mean was 4.5, which improved over the prior year. The criteria in which the mean score was lower than the prior year was C4 – Reasonable workload for course credit.

The reports on course evaluations used for our assessment did not allow us to measure performance in terms of a percentage of respondents as prescribed in the performance objective. However, based on the results of the report, we believe the intention of the assessment instrument and its performance objectives have been satisfied.

Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Direct Measure 1	Direct Measure 2	Direct Measure 3	Direct Measure 4	Indirect Measure 1	Indirect Measure 2	Indirect Measure 3	
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	
1. The student will develop a biblical work ethic that enhances personal character.		Met					Met	
2. The student will integrate biblical worldview of organizational leadership into life and practice.		Met					Met	
3. The student will acquire basic facilitation and consultation skills.							Met	
4. The student will apply critical assessment diagnosis and research skills.		Met					Met	
5. The student will develop relational health and group process skills.							Met	
6. The student will develop and apply leadership development skills							Met	
7. The student will develop and apply influencing and collaboration skills							Met	
8. The student will employ organizational strategy, systems thinking, and intervention skills		Met					Met	

9. The student will develop and apply effective communication and presentation skills		Met					Met	
10. The student will develop and apply critical thinking and reflective practice skills.		Met					Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. The Learning Outcomes will be reconstructed so that they better reflect the mission and objectives of the MSOL program.
2. The assessment instruments used for direct and indirect measures will be revised to be more easily, and more consistently implemented.