

Figure 4.2 - Standard #4 Measurement and Analysis of Student Learning and Performance

Use this table to supply data for Criterion 4.2.

Performance Indicator	Definition																
1. Student Learning Results	A student learning outcome is one that measures a specific competency attainment. <i>Examples of a direct assessment (evidence) of student learning attainment that might be used include: capstone performance, third-party examination, faculty-designed examination, professional performance, licensure examination).</i> Add these to the description of the measurement instrument in column two:																
	Direct - Assessing student performance by examining samples of student work																
	Indirect - Assessing indicators other than student work such as getting feedback from the student or other persons who may provide relevant information.																
	Formative – An assessment conducted during the student’s education.																
	Summative – An assessment conducted at the end of the student’s education.																
	Internal – An assessment instrument that was developed within the business unit.																
	External – An assessment instrument that was developed outside the business unit.																
	Comparative – Compare results between classes, between online and on ground classes, Between professors, between programs, between campuses, or compare to external results such as results from the U.S. Department of Education Research and Statistics, or results from a vendor providing comparable data.																
		Analysis of Results															
Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.2		Identified in Criterion 4.4	Identified in Criterion 4.2												
	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)												
Measurable goal	Do not use grades.	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?													
What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																
Internal Assessments - College of Liberal Arts and Sciences Learning Goals																	
Life Long Learning: Students will acquire the interest and ability to further one’s learning - Recognize that the quest for understanding and meaning requires developing a capacity for self-examination, discipline, and tolerating ambiguity	Indirect, Formative, Internal, Student Survey	Experiencing an upward trend	Students need additional opportunities to reflect and be in the moment	We have added more reflection exercises and writing assignments to the Management Seminar course	<div>Percentage Thought Internship Provided Capacity For Self-Examination and Reflection</div> <table><thead><tr><th>Academic Year</th><th>Capacity for Self-Examination and Reflection (%)</th><th>Benchmark (%)</th></tr></thead><tbody><tr><td>AY 2013/14</td><td>50</td><td>80</td></tr><tr><td>AY 2014/15</td><td>50</td><td>80</td></tr><tr><td>AY 2015/16</td><td>63</td><td>80</td></tr></tbody></table>	Academic Year	Capacity for Self-Examination and Reflection (%)	Benchmark (%)	AY 2013/14	50	80	AY 2014/15	50	80	AY 2015/16	63	80
Academic Year	Capacity for Self-Examination and Reflection (%)	Benchmark (%)															
AY 2013/14	50	80															
AY 2014/15	50	80															
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Life Long Learning: Students will acquire the interest and ability to further one’s learning - Recognize that the quest for understanding and meaning requires developing a capacity for self-examination, discipline, and tolerating ambiguity	Indirect, Formative, Internal, Student Survey	Experiencing an upward trend	There are many opportunities for students to experience diverse environments	We are working with the Internship Office and the students' internship sites to ensure that the students are getting opportunities to work in diverse situations.	<p>Percentage Thought Internship Provided Opportunity To Work With People From Different Backgrounds</p> <table><tr><th>Academic Year</th><th>Ability to Work With People From Different Backgrounds</th><th>Benchmark</th></tr><tr><td>AY 2013/14</td><td>38</td><td>75</td></tr><tr><td>AY 2014/15</td><td>38</td><td>75</td></tr><tr><td>AY 2015/16</td><td>69</td><td>75</td></tr></table>	Academic Year	Ability to Work With People From Different Backgrounds	Benchmark	AY 2013/14	38	75	AY 2014/15	38	75	AY 2015/16	69	75
Academic Year	Ability to Work With People From Different Backgrounds	Benchmark															
AY 2013/14	38	75															
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AY 2015/16	69	75															
Life Long Learning: Students will acquire the interest and ability to further one’s learning - Recognize that the quest for understanding and meaning requires developing a capacity for self-examination, discipline, and tolerating ambiguity	Indirect, Formative, Internal, Student Survey	Experiencing an upward trend	Help students to select and/or identify internship opportunities that allow them to explore new ideas and interests	We have added two 2-credit Leader and Professional Development courses to the curriculum to help our students explore new opportunities that span their aptitudes and interests and to determine the best internship opportunities	<p>Percentage Thought Internship Provided Opportunity To Explore New Ideas and Interests</p> <table><tr><th>Academic Year</th><th>Desire to Explore New Ideas and Interests</th><th>Benchmark</th></tr><tr><td>AY 2013/14</td><td>44</td><td>80</td></tr><tr><td>AY 2014/15</td><td>50</td><td>80</td></tr><tr><td>AY 2015/16</td><td>69</td><td>80</td></tr></table>	Academic Year	Desire to Explore New Ideas and Interests	Benchmark	AY 2013/14	44	80	AY 2014/15	50	80	AY 2015/16	69	80
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AY 2013/14	44	80															
AY 2014/15	50	80															
AY 2015/16	69	80															
Oral Communication Ability: Students will be able to convey information and ideas effectively - Deliver effective oral presentations	Direct, Formative, Internal Rubric for Oral Presentation Foundations of Management - Freshmen Course The benchmark score is 18 out of 24 points	Students are performing below the benchmark.	Students need additional opportunities to give business presentations	We have developed and approved a new set of teaching standards for the core curriculum courses. Students will have to do group presentations in all core courses.	<p>Oral Communications Skills - Foundations of Management</p> <table><tr><th>Semester</th><th>Average</th><th>Benchmark</th></tr><tr><td>Fall 2015</td><td>16.26</td><td>20</td></tr><tr><td>Fall 2016</td><td>14.7</td><td>20</td></tr></table>	Semester	Average	Benchmark	Fall 2015	16.26	20	Fall 2016	14.7	20			
Semester	Average	Benchmark															
Fall 2015	16.26	20															
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What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative													
Written Communication Ability: Students will be able to covey information and ideas effectively - Create well-written business reports	Direct, Formative, Internal Rubric for Oral Presentation Foundations of Management - Freshmen Course The benchmark score is 18 out of 24 points	Students are performing below the benchmark.	Students need additional opportunities to develop/hone their writing skills	We have developed and approved a new set of teaching standards for the core curriculum courses. Students will have to do group presentations in all core courses.	<div>Written Communications Skills - Foundation of Management</div> <table><thead><tr><th>Year</th><th>Average</th><th>Benchmark</th></tr></thead><tbody><tr><td>Fall 2015</td><td>16.65</td><td>18</td></tr><tr><td>Fall 2016</td><td>17.5</td><td>18</td></tr></tbody></table>	Year	Average	Benchmark	Fall 2015	16.65	18	Fall 2016	17.5	18
	Year	Average	Benchmark											
Fall 2015	16.65	18												
Fall 2016	17.5	18												
Critical Thinking: Students will develop the ability to solve unfamiliar problems and generate new meaning - Demonstrate the ability to use skills in quantitative reasoning and be able to analyze, interpret, and model in a variety of contexts	The benchmark score is 26 out of 32 points	Students are performing below the benchmark.	Make sure that students are aware of the supplemental instruction opportunities available to them	We have developed and approved a new set of teaching standards for the core curriculum courses. Students will have to do individual and group modeling and analysis assignments in all quantitative courses. This includes Excel modelling.	<div>Critical Thinking Skills - Corporate Finance</div> <table><thead><tr><th>Year</th><th>Average</th><th>Benchmark</th></tr></thead><tbody><tr><td>Fall 2015</td><td>25</td><td>26</td></tr><tr><td>Fall 2016</td><td>23.875</td><td>26</td></tr></tbody></table>	Year	Average	Benchmark	Fall 2015	25	26	Fall 2016	23.875	26
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Fall 2015	25	26												
Fall 2016	23.875	26												
External Assessments - Business Management Program Learning Goals														

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What is your goal?	(Indicate type of instrument) direct, formative, internal, comparative																								
Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 152 was set as a benchmark with an average score of 141 overall in 2017. This is the first time that the ETS MFT has been used. It is now a standard part of our capstone course. The test will be administered according to the following schedule: (1) Spring 2017, (2) Fall Term 2 2017, (3) Spring 2018, (4) Summer Term 2 2018, (5) Fall Term 2 2018, (6) Spring 2019. This cadence will	The results of the MFT confirmed the necessity to update our business core curriculum as indicated from our benchmarking study.	Added new courses in Business Analytics, Marketing, Operations Management, Management Information Systems, Human Resources Management, and Business Law	<div>MFT Knowledge of Foundation Composite Scores</div> <table><thead><tr><th>Term</th><th>School Average</th><th>National Average Score</th></tr></thead><tbody><tr><td>Spring 2017</td><td>141</td><td>152</td></tr><tr><td>Fall 2017</td><td>134</td><td>152</td></tr><tr><td>Spring 2018</td><td></td><td>152</td></tr><tr><td>Summer 2018</td><td></td><td>152</td></tr><tr><td>Fall 2018</td><td></td><td>152</td></tr></tbody></table>	Term	School Average	National Average Score	Spring 2017	141	152	Fall 2017	134	152	Spring 2018		152	Summer 2018		152	Fall 2018		152		
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 152 was set as a benchmark with an average score of 141 overall in 2017	The revised and enhanced BSBM curriculum will provide students with more in-depth across the foundational courses	Added new courses in Business Analytics, Marketing, Operations Management, Management Information Systems, Human Resources Management, and Business Law	<div>MFT Average Score by Student Group</div> <table><thead><tr><th>Student Group</th><th>Average Score Spring 2017</th><th>Average Score Fall 2017</th><th>National Average</th></tr></thead><tbody><tr><td>Traditional</td><td>145</td><td>143</td><td>152</td></tr><tr><td>Division Average</td><td>141</td><td>134</td><td>152</td></tr><tr><td>LCAL</td><td>136</td><td></td><td>152</td></tr><tr><td>BHCC</td><td>130</td><td>132</td><td>152</td></tr></tbody></table>	Student Group	Average Score Spring 2017	Average Score Fall 2017	National Average	Traditional	145	143	152	Division Average	141	134	152	LCAL	136		152	BHCC	130	132	152
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 39% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	Added new courses in Business Analytics, Marketing, Operations Management, Management Information Systems, Human Resources Management, and Business Law	<div>Business Foundation Sub scores % Correct</div>
Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 34% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added LearnSmart and Connect from McGraw-Hill to help our students master the concepts in financial and managerial accounting	<div>Accounting</div>

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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 36% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added Aplia and Excel modeling of economic theories to help our students increase their understanding of macro and microeconomics	<div>Economics</div> <table><thead><tr><th>Topic</th><th>Benchmark</th><th>Percentage Correct</th></tr></thead><tbody><tr><td>Supply and demand</td><td>75</td><td>55</td></tr><tr><td>Scarcity and opportunity cost</td><td>75</td><td>25</td></tr><tr><td>Resource markets</td><td>75</td><td>15</td></tr><tr><td>Production possibilities frontier</td><td>75</td><td>10</td></tr><tr><td>Production and costs</td><td>75</td><td>70</td></tr><tr><td>Product market structures</td><td>75</td><td>50</td></tr><tr><td>Money and banking system</td><td>75</td><td>25</td></tr><tr><td>Monetary/fiscal policy</td><td>75</td><td>15</td></tr><tr><td>Models of consumer choice</td><td>75</td><td>60</td></tr><tr><td>Measurement of economic...</td><td>75</td><td>55</td></tr><tr><td>Market failure</td><td>75</td><td>50</td></tr><tr><td>International trade & policy</td><td>75</td><td>45</td></tr><tr><td>Economic systems</td><td>75</td><td>30</td></tr><tr><td>Balance of payments</td><td>75</td><td>15</td></tr><tr><td>Aggregate demand and supply</td><td>75</td><td>10</td></tr></tbody></table> <div>■ Benchmark ■ Percentage Correct</div>	Topic	Benchmark	Percentage Correct	Supply and demand	75	55	Scarcity and opportunity cost	75	25	Resource markets	75	15	Production possibilities frontier	75	10	Production and costs	75	70	Product market structures	75	50	Money and banking system	75	25	Monetary/fiscal policy	75	15	Models of consumer choice	75	60	Measurement of economic...	75	55	Market failure	75	50	International trade & policy	75	45	Economic systems	75	30	Balance of payments	75	15	Aggregate demand and supply	75	10			
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 53% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added a course in human resources management and revised the organizational behavior course to include ethics.	<div>Management</div> <table><thead><tr><th>Topic</th><th>Benchmark</th><th>Percentage Correct</th></tr></thead><tbody><tr><td>Total quality management</td><td>75</td><td>60</td></tr><tr><td>Strategic analysis</td><td>75</td><td>85</td></tr><tr><td>Policy determination</td><td>75</td><td>65</td></tr><tr><td>Policy determination</td><td>75</td><td>55</td></tr><tr><td>Managing diversity</td><td>75</td><td>35</td></tr><tr><td>Leadership and motivation</td><td>75</td><td>60</td></tr><tr><td>Leadership and motivation</td><td>75</td><td>35</td></tr><tr><td>International and Cross Cultural...</td><td>75</td><td>35</td></tr><tr><td>International and Cross Cultural...</td><td>75</td><td>60</td></tr><tr><td>History and theory</td><td>75</td><td>45</td></tr><tr><td>Group/team dynamics</td><td>75</td><td>25</td></tr><tr><td>Group/team dynamics</td><td>75</td><td>45</td></tr><tr><td>Functions</td><td>75</td><td>55</td></tr><tr><td>Entrepreneurship</td><td>75</td><td>45</td></tr><tr><td>Communication</td><td>75</td><td>65</td></tr><tr><td>Communication</td><td>75</td><td>70</td></tr></tbody></table> <div>■ Benchmark ■ Percentage Correct</div>	Topic	Benchmark	Percentage Correct	Total quality management	75	60	Strategic analysis	75	85	Policy determination	75	65	Policy determination	75	55	Managing diversity	75	35	Leadership and motivation	75	60	Leadership and motivation	75	35	International and Cross Cultural...	75	35	International and Cross Cultural...	75	60	History and theory	75	45	Group/team dynamics	75	25	Group/team dynamics	75	45	Functions	75	55	Entrepreneurship	75	45	Communication	75	65	Communication	75	70
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 34% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added LearnSmart and Connect from McGraw-Hill to help our students master the concepts in corporate finance	<div>Finance</div> <table><thead><tr><th>Topic</th><th>Benchmark</th><th>Percentage Correct</th></tr></thead><tbody><tr><td>Working capital management</td><td>75</td><td>45</td></tr><tr><td>Valuation of securities</td><td>75</td><td>35</td></tr><tr><td>Valuation of securities</td><td>75</td><td>35</td></tr><tr><td>Time value of money</td><td>75</td><td>10</td></tr><tr><td>Risk and return</td><td>75</td><td>60</td></tr><tr><td>Risk and return</td><td>75</td><td>55</td></tr><tr><td>International Finance</td><td>75</td><td>5</td></tr><tr><td>Financial statement analysis</td><td>75</td><td>25</td></tr><tr><td>Financial statement analysis</td><td>75</td><td>65</td></tr><tr><td>Financial markets and environment</td><td>75</td><td>40</td></tr><tr><td>Financial markets and environment</td><td>75</td><td>35</td></tr><tr><td>Cost of capital</td><td>75</td><td>25</td></tr><tr><td>Cost of capital</td><td>75</td><td>35</td></tr><tr><td>Capital structure</td><td>75</td><td>15</td></tr><tr><td>Capital structure</td><td>75</td><td>25</td></tr><tr><td>Capital budgeting</td><td>75</td><td>15</td></tr></tbody></table> <div>Benchmark Percentage Correct</div>	Topic	Benchmark	Percentage Correct	Working capital management	75	45	Valuation of securities	75	35	Valuation of securities	75	35	Time value of money	75	10	Risk and return	75	60	Risk and return	75	55	International Finance	75	5	Financial statement analysis	75	25	Financial statement analysis	75	65	Financial markets and environment	75	40	Financial markets and environment	75	35	Cost of capital	75	25	Cost of capital	75	35	Capital structure	75	15	Capital structure	75	25	Capital budgeting	75	15
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Capital structure	75	15																																																						
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Specialization Outcome: Students will be able to apply marketing principles and concepts to make appropriate decisions regarding product, promotion, price, and distribution systems to meet target marketing goals (Marketing, Brand Design and Marketing, and Digital marketing)	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 39% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added Excel modeling to the curriculum to help our students grasp marketing strategies and concepts.	<div>Marketing</div> <table><thead><tr><th>Topic</th><th>Benchmark (%)</th><th>Percentage Correct (%)</th></tr></thead><tbody><tr><td>Strategic marketing planning</td><td>75</td><td>55</td></tr><tr><td>Strategic marketing planning</td><td>75</td><td>40</td></tr><tr><td>Segmenting consumer and...</td><td>75</td><td>50</td></tr><tr><td>Segmenting consumer and...</td><td>75</td><td>45</td></tr><tr><td>Scanning the marketing environment</td><td>75</td><td>80</td></tr><tr><td>Marketing services</td><td>75</td><td>45</td></tr><tr><td>Marketing services</td><td>75</td><td>35</td></tr><tr><td>Marketing services</td><td>75</td><td>15</td></tr><tr><td>Marketing research and...</td><td>75</td><td>45</td></tr><tr><td>Marketing research and...</td><td>75</td><td>30</td></tr><tr><td>Marketing of social causes</td><td>75</td><td>60</td></tr><tr><td>Marketing mix</td><td>75</td><td>70</td></tr><tr><td>International Marketing</td><td>75</td><td>35</td></tr><tr><td>International Marketing</td><td>75</td><td>30</td></tr><tr><td>Consumer and organizational...</td><td>75</td><td>35</td></tr></tbody></table> <div>■ Benchmark ■ Percentage Correct</div>	Topic	Benchmark (%)	Percentage Correct (%)	Strategic marketing planning	75	55	Strategic marketing planning	75	40	Segmenting consumer and...	75	50	Segmenting consumer and...	75	45	Scanning the marketing environment	75	80	Marketing services	75	45	Marketing services	75	35	Marketing services	75	15	Marketing research and...	75	45	Marketing research and...	75	30	Marketing of social causes	75	60	Marketing mix	75	70	International Marketing	75	35	International Marketing	75	30	Consumer and organizational...	75	35
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 41% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have changed our course in business law to be a required course.	<div>Legal and Social Environment</div> <table><thead><tr><th>Topic</th><th>Benchmark (%)</th><th>Percentage Correct (%)</th></tr></thead><tbody><tr><td>Tort Law</td><td>75</td><td>65</td></tr><tr><td>Social responsibility</td><td>75</td><td>40</td></tr><tr><td>Employment law</td><td>75</td><td>25</td></tr><tr><td>Courts and legal systems</td><td>75</td><td>40</td></tr><tr><td>Contract and sales law</td><td>75</td><td>70</td></tr><tr><td>Consumer protection</td><td>75</td><td>30</td></tr><tr><td>Constitution and business</td><td>75</td><td>45</td></tr><tr><td>Business Organizations</td><td>75</td><td>65</td></tr><tr><td>Antitrust law</td><td>75</td><td>15</td></tr><tr><td>Antitrust law</td><td>75</td><td>10</td></tr><tr><td>Administrative law</td><td>75</td><td>45</td></tr></tbody></table> <div>■ Benchmark ■ Percentage Correct</div>	Topic	Benchmark (%)	Percentage Correct (%)	Tort Law	75	65	Social responsibility	75	40	Employment law	75	25	Courts and legal systems	75	40	Contract and sales law	75	70	Consumer protection	75	30	Constitution and business	75	45	Business Organizations	75	65	Antitrust law	75	15	Antitrust law	75	10	Administrative law	75	45												
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Program Outcome: Students demonstrate knowledge of the functional areas for BSBM program	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 51% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added a course in management information systems to the curriculum	<div>Information Systems</div> <table><thead><tr><th>Category</th><th>Benchmark</th><th>Percentage Correct</th></tr></thead><tbody><tr><td>Transaction processing Systems</td><td>75</td><td>45</td></tr><tr><td>Systems investigation and analysis</td><td>75</td><td>30</td></tr><tr><td>Software Technology</td><td>75</td><td>50</td></tr><tr><td>Software Technology</td><td>75</td><td>55</td></tr><tr><td>Security/ privacy/ and ethical issues</td><td>75</td><td>75</td></tr><tr><td>Network and internet technology</td><td>75</td><td>60</td></tr><tr><td>Network and internet technology</td><td>75</td><td>45</td></tr><tr><td>Management information systems</td><td>75</td><td>65</td></tr><tr><td>Enterprise systems</td><td>75</td><td>80</td></tr><tr><td>Decision support & expert systems</td><td>75</td><td>25</td></tr><tr><td>Decision support & expert systems</td><td>75</td><td>40</td></tr><tr><td>Database management systems</td><td>75</td><td>10</td></tr></tbody></table>	Category	Benchmark	Percentage Correct	Transaction processing Systems	75	45	Systems investigation and analysis	75	30	Software Technology	75	50	Software Technology	75	55	Security/ privacy/ and ethical issues	75	75	Network and internet technology	75	60	Network and internet technology	75	45	Management information systems	75	65	Enterprise systems	75	80	Decision support & expert systems	75	25	Decision support & expert systems	75	40	Database management systems	75	10
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Specialization Outcome: Students will be able to understand and apply concepts in international business (International Business)	Summative, External, Comparative data derived from Business MFT	A goal of 75% was set as a benchmark with an average score of 31% in 2017	The revised and enhanced BSBM curriculum will provide students with more depth across the foundational courses	We have added a course Managing in the Global Economy to help our students grasp international business.	<div>International Issues</div> <table><thead><tr><th>Category</th><th>Benchmark</th><th>Percentage Correct</th></tr></thead><tbody><tr><td>International trade & policy</td><td>75</td><td>45</td></tr><tr><td>International Marketing</td><td>75</td><td>35</td></tr><tr><td>International Marketing</td><td>75</td><td>30</td></tr><tr><td>International Finance</td><td>75</td><td>5</td></tr><tr><td>International and Cross Cultural Management</td><td>75</td><td>35</td></tr><tr><td>International and Cross Cultural Management</td><td>75</td><td>60</td></tr><tr><td>International Accounting</td><td>75</td><td>25</td></tr><tr><td>Balance of payments</td><td>75</td><td>10</td></tr></tbody></table>	Category	Benchmark	Percentage Correct	International trade & policy	75	45	International Marketing	75	35	International Marketing	75	30	International Finance	75	5	International and Cross Cultural Management	75	35	International and Cross Cultural Management	75	60	International Accounting	75	25	Balance of payments	75	10												
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