



**2020 - 2021 ASSESSMENT REPORT**

**for**

**Business Administration Department**

Submitted by

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Program Chair

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## **PART I – THE PLAN**

Part I of the Assessment Report is writing a plan for your department for the 2020-2021 academic year. This Assessment Report will be submitted by May 28, 2021.

During the academic year, you will work on implementing your plan. Depending on your goals, this might be through conducting research, surveying students, trying something new and evaluating it in the end, or making changes as a result of past assessment plans.

Part I – The Plan will be resubmitted in the spring along with Part II – the Report.

**Calvary University Mission:**

Calvary University is an independent, nondenominational institution, providing undergraduate and graduate education which *prepares Christians to live and serve in the church and the world according to the biblical worldview*. This is accomplished by providing appropriate educational curricula and a climate that fosters the development of intellectual and spiritual maturity, leadership potential, servanthood, and a sense of mission.

**Business Administration Mission:**

The Calvary University Business Administration Program (BA) promotes professional development and growth by preparing organizational leaders to manage with a Servant's heart in the church and in the world according to the biblical worldview.

**Program Learning Outcomes (PLO) (these must match what is in the University Catalog):**

PLO 1: Provide opportunities for students to comprehend crucial differences between biblical administration and other systems through a foundational knowledge of the Holy Scriptures.

PLO 2: Inspire a continual personal relationship with the living God by seeking and obeying His will and by applying business administration skills in the local church and in secular organizations.

PLO 3: Guide use of Calvary's doctrinal statement as a foundation for administrative strategies through practical application assignments.

PLO 4: Acquire and exercise managerial skills that makes a strong impact on today's organizations.

PLO 5: Make use of experiential learning approach to incorporate management/leadership best practices.

**Student Learning Outcomes (SLO)**

SLO 1: Business Administration students will demonstrated and transform the mission of Calvary University into an active practice of the principles of biblical truth, professionalism, and commitment to administrative skills in all work and ministry opportunities (PLO 1-3).

SLO 2: Business Administration students will exhibit fundamental skills that includes assessment, problem solving, and implementation through critical thought synthesis from a biblical and historical perspective (PLO 3-4).

SLO 3: Business administration students will recognize, support, and affect the necessary change to improve effectiveness of teams and organizations through a biblical standpoint and professional skills (PLO 1, 4-5).

SLO: Business administration students will identify, explain, distinguish, and respond to common problems found in organizations from a variety of context in the church and in the workplace from a biblical perspective (PLO 1 and 5)

**Measures and Achievement Targets:**

M1: Students will apply Biblical principles throughout course work but get initial exposure to leadership and development applications in OL235 Organizational Behavior. Students will demonstrate they can apply Biblical Research in a decision making and critical thinking exercise (SLO 2)

Achievement Target: majority (70%) of students will gain maximum points (Exceptional) on content according to the grading matrix as they demonstrate an understanding of the subject matter by clearly stating the objective of the paper and links theories to practical experience on **the Psychological Functions of Effective Leadership Behavior from a Biblical Perspective paper.**

M2: Servant leaders must establish a plan to grow personally and professionally while using a variety of leadership options to aid employee development. Students will demonstrate writing integrity/creativity during all creative writing assignments to produce originality of thought in BU200 Introduction to Business Administration (SLO 1).

Achievement Target: 70% of students taking BU200 Introduction to Business Administration will improve Turnitin scores during creative writing assignments.

M3: Students must combine both Bible and secular based assignments during their coursework as this is prominently displayed throughout the program. Prerequisite course for accounting majors (Accounting for managers, BU201) will demonstrate that they understand enough knowledge of accounting to interpret a company's financial statements and make key business decisions from a Biblical and secular view as pre and post exams will be compared (SLO 3-5)

Achievement Target: There will be a small average of 13% increase regarding post exam scores and the outcome will be more than one standard deviation increase.

M4: Students must increasingly perceive their ability to use of program content grounded in biblical truth. Students in the program will take a self-assessment that allows students to quantify what they believe about achieving program goals.

Achievement Target: Average agreement ( $> 4.0$ ) with survey tool statements [Scale of 1 to 5]

## **PART II – THE REPORT**

Part II of the Assessment Report is writing about the results from your plan for the 2019-2020 academic year. This Assessment Report will be submitted by May 30, 2020.

You will report on the effectiveness of your Assessment Plan. You will provide evidence that students actually learned what you said they would learn in the PLOs and SLOs that you chose to emphasize this academic year. You will provide evidence that changes you made in your academic program actually increased student learning.

The final Assessment Report you submit in May will include Part I – The Plan (submitted in August 2019) and Part II – The Report which includes the information that follows.

**Findings:**

M1: Out of majority (70%) students gaining maximum points (Exceptional) on content according to the grading matrix as they demonstrated an understanding of the subject matter by clearly stating the objective of the paper and linked theories to practical experiences on **the Psychological Functions of Effective Leadership Behavior from a Biblical Perspective paper, 63%** gained maximum points for exceptional work in content which was a **7%** decrease in projection.

M2: Out of 100% students, **87%** demonstrated writing integrity/creativity during all creative writing assignments to produce originality of thought in BU200 Introduction to Business Administration. **See graph under Documentation**

M3: Bases on the scores from the pre & post course assessment

**The average increase was 43% (30% increase)**

The max increase was 62%

The smallest increase we 12%

All 25 students that completed the course scored an increased.

There were 3 additional students that withdrew from the course (no explanation as to why they withdrew)



M4: Formal survey was not provided by Institutional Effectiveness in time to gather information; therefore, **no information was provided in this area.** We look to use survey in the 2021-2022 school year once provided by Institutional Effectiveness.

**Actions:**

- Make use of the formal survey in 2020-21. Survey is to be approved and developed by Institutional Effectiveness
- Measure a final assignment in another Business course for 2020-21
- Maintain the measurement process being used in Intro to Business Administration regarding writing integrity
- Help students to get up to speed with APA writing styles (7<sup>th</sup> edition).

### **SWOT Analysis**

*Within the appropriate quadrant identify strengths, weaknesses, opportunities, and threats related to your department. Please use a bulleted format and succinct statements. If you have research or data to support your analysis that can be attached as separate documents.*

<p><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>• Department continues to grow with students both on-campus and online</li> <li>• Students are understanding APA formatted writing</li> <li>• Business Department is in high demand</li> <li>• 100% of Business graduates have found employment</li> </ul>	<p><b>Weaknesses:</b></p> <ul style="list-style-type: none"> <li>• Attrition of a full-time professor</li> <li>• Limited classroom space for accommodating greater number of students per class</li> <li>• Challenges in growing the Accounting program</li> <li>• Lack adequate professional training programs, specifically for business professors</li> </ul>
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<ul style="list-style-type: none"> <li>• Students indicate they enjoy problem-solving with Business scenarios</li> <li>• Business Department is assisting students to improve APA writing style.</li> <li>• Help students re-envision new business processes even as a new business owner</li> <li>• Preparing students to get their master’s degree (whether they go or not)</li> <li>• Development of the Outdoor Adventure Leadership (OAL) program</li> </ul>	<ul style="list-style-type: none"> <li>• Need greater promotion of the Accounting program</li> <li>• Lack industry-standard compensation for business professors with doctoral degrees</li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>• Offer management seminars to difficult work forces</li> <li>• Network with businesses locally and nationally to create internship and job opportunities for our graduating students</li> <li>• Hire additional qualified professors with MBA degrees or higher</li> <li>• Develop Human Resources Management and Management Information Systems emphases</li> <li>• Host business leaders as guest speakers in specific business classes</li> <li>• Conduct student surveys concerning business department to promote change and growth</li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>• Competition with other business programs/departments at larger, popular institutions</li> <li>• Higher salaries attracting excellent professors to other institutions</li> </ul>

Revised: 08.06.19

**Documentation**

M2:

FA 20	PPLP-1	PPLP-2	PPLP-3	PPLP-4	Average	High Score
Student 1	95.0	100	100.0	100.0	98.8	99.7
Student 2	77.0	75	85.0	76.0	78.3	
Student 3	79.0	84	85.0	80.0	82.0	
Student 4	79.0	100	100.0	100.0	94.8	98.7
Student 5	90.0	90	92.0	95.0	91.8	92.2
Student 6	89.0	90	88.0	82.0	87.3	
Student 7	90.0	70	90.0	88.0	84.5	
<b>Average</b>	<b>85.6</b>	<b>87.0</b>	<b>91.4</b>	<b>88.7</b>	<b>88.2</b>	<b>96.9</b>



**Summary**

The Number of students taking BU-200 remained steady. The overall average writing score between Cycles **decreased by 2.7%**. The number of students making 90% and above fell slightly from **96.9%** to **96.4%**.

SP21	PPLP-1	PPLP-2	PPLP-3	Possible Points	Percent of	High Score
				616		
Student 1	110.0	95.0	330.0	535.0	86.9	
Student 2	118.0	133.0	290.0	541.0	87.82	
Student 3	105.0	100.0	285.0	490.0	79.5	
Student 4	97.0	113.0	290.0	500.0	81.2	
Student 5	115.0	95.0	285.0	495.0	80.4	
Student 6	121.0	123.0	340.0	584.0	94.8	94.8
Student 7	120.0	133.0	350.0	603.0	97.9	97.9
Student 8	115.0	100.0	250.0	465.0	75.5	
<b>Total Average</b>	<b>112.6</b>	<b>111.5</b>	<b>302.5</b>		<b>85.5</b>	<b>96.4</b>

