Public Disclosure of Student Learning

Institution	State University of New York – Empire State College
Academic Business Unit	Business, Management, and Leadership Programs
Academic Year	2016-17

Report of Student Learning and Achievement
SUNY – Empire State College
Business, Management, and Leadership Programs

For Academic Year: 2016-17

Mission of the Business, Management, and Leadership Programs
The SUNY-Empire State College Business, Management, and Leadership Programs provide students with opportunities to pursue their graduate degrees through an innovative, student-centered, and flexible learning environment that transcends traditional boundaries of time, place, and modes of learning. Through teaching excellence, currency of content areas, and investment in faculty development, the Business, Management, and Leadership programs add value to our students' education by assessing and developing balanced managers and leaders who enhance the effectiveness of their organizations and communities, locally and globally.

Student Learning Assessment for *Program 1*
Program Intended Student Learning Outcomes (Program ISLOs)

1. **Disciplinary Knowledge:** Students will be able to demonstrate the ability to integrate core functional knowledge in MIS, accounting & finance, operations management, marketing management, and managerial economics; Students will be able to apply functional knowledge and skills to support organizational decision making processes.

2. **Critical and Strategic Thinking:** Students will be able to demonstrate evidence of critical thinking skills including differentiating between strategic and operational goals and plans; selecting and using appropriate strategic management frameworks; assessing the effectiveness of performance outcomes; analyzing and providing rationale for the strategic vision.

3. **Leadership**: Students will be able to demonstrate the role of leadership in integrating the external requirements of an increasingly complex environment and needs of diverse stakeholders with the internal requirements of generating employee engagement and high performance; Students will be able to apply the leadership competencies to promote diverse perspectives and inter-professional collaboration to accomplish organizational goals in a changing environment with competing values and priorities.

4. **Ethical Decision Making**: Students will be able to demonstrate knowledge of ethical principles and decision making tools and the ability to research, synthesize, and apply relevant information, competencies and values to become effective ethical decision makers.

5. **Global Understanding**: Students will be able to demonstrate an understanding of the complexities associated with managing in a global environment and have the sensitivity and cultural competence skills for supporting organizational goals; Students will be able to have the ability to use tools to implement business goals and strategies in global operations.

6. **Managerial Communication**: Students will be able to demonstrate the ability to communicate effectively orally and in writing across a comprehensive range of managerial contexts and with diverse stakeholders.	
Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. Senior Capstone Assignment Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	At least 80% of our students will perform at or above competency level on each of the 6 learning goals.
2. Senior Capstone Project Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	At least 80% of our students will perform at or above competency level on each of the 6 learning goals.
Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. Senior Exit Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	Achieving a mean of 4.0 or greater for all 6 learning goals
2. Alumni Survey Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	Achieving a mean of 4.0 or greater for all 6 learning goals
Assessment Results: MBA in Management	
Summary of Results from Implementing Direct Measures of Student Learning:	
1. We met the performance target where at least 80% of the senior students performed at competency level or above (proficient and expert levels) on all intended student learning outcomes.	
2. We met the performance target where at least 80% of the senior students performed at competency level or above (proficient and expert levels) on all intended student learning outcomes.	
Summary of Results from Implementing Indirect Measures of Student Learning:	
1. Our graduating students achieved a rating of 4 or higher on all six intended student learning outcomes.	
2. Our 5-year alumni achieved a rating of 4 or higher on all six intended student learning outcomes.	
Summary of Achievement of Intended Student Learning Outcomes:	

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	*Direct Measure 1* Performance Target Was…	*Direct Measure 2* Performance Target Was…	*Direct Measure 3* Performance Target Was…	*Direct Measure 4* Performance Target Was…	*Indirect Measure 1* Performance Target Was…	*Indirect Measure 2* Performance Target Was…	*Indirect Measure 3* Performance Target Was…	*Indirect Measure 4* Performance Target Was…
1. **Disciplinary Knowledge**	Met	Met			Met	Met		
2. **Critical and Strategic Thinking**	Met	Met			Met	Met		
3. **Leadership**	Met	Met			Met	Met		
4. **Ethical Decision Making**	Met	Met			Met	Met		
5. **Global Understanding**	Met	Met			Met	Met		
6. **Managerial Communication**	Met	Met			Met	Met		

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

1. While we met the performance target for all six learning goals in both direct measures, we observed that students are not as strong in addressing global understanding as they are in addressing other learning goals. Our new revised MBA in Business Management curriculum, which we started in fall 2017, puts more emphasis on global understanding. For example, the two opening courses (Leadership & Organizational Behavior and Strategic Perspectives of Global Management), which are newly designed, include research, practice and development in global leadership and global strategic management.